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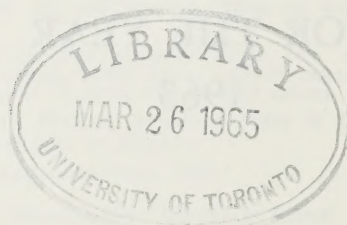
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LIST OF ABBREVIATIONS

CB	— Conciliation Board.
CBRT	— Canadian Brotherhood of Railway, Transport and General Workers.
CCC	— Canadian Chamber of Commerce.
CLC	— Canadian Labour Congress.
CMA	— Canadian Manufacturers' Association.
CNR	— Canadian National Railways.
CNTU	— Confederation of National Trade Unions.
CO	— Conciliation Officer.
CSAC	— Civil Service Association of Canada.
CUPE	— Canadian Union of Public Employees.
DBS	— Dominion Bureau of Statistics.
IAPA	— Industrial Accident Prevention Associations.
IAPES	— International Association of Personnel in Employment Security.
ILO	— International Labour Organization.
NES	— National Employment Service.
NPC	— National Productivity Council.
NUPE	— National Union of Public Employees.
NUPSE	— National Union of Public Service Employees.
OECD	— Organization for Economic Co-operation and Development.
OFL	— Ontario Federation of Labour.
SIU	— Seafarers' International Union.
TUC	— Trades Union Congress
UN	— United Nations
USWA	— United Steelworkers of America.

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Requirements for Professional Manpower

Latest survey of employment of and requirements for scientists and engineers, eighth in series, has been completed. Survey is conducted by Department every two years as part of its research activities in field of professional manpower

The Department of Labour has just completed its 1962 Survey of Employment and Requirements for Engineering and Scientific Manpower in Canada.

The survey was the eighth in a series of surveys conducted every two years as part of the Department's research in the field of professional manpower. It is a key source of information in evaluating the country's current and future requirements for professional personnel in the scientific and technical field.

Information obtained through the survey is used by industry, universities and governments in planning expansion and recruitment programs, and by students and vocational counsellors in assessing career opportunities for engineers and scientists.

In addition to evaluating future requirements for professional personnel, the survey has also been a means of investigating some specific characteristics of the hiring and employment of engineers and scientists. Two past surveys were concerned with the difficulties employers were experiencing in recruitment of professional staff, the reasons for the difficulties, and the effects the resulting shortages were having on the establishment's operations.

Another survey considered in-plant or company-sponsored training programs; another, the sources from which employers hired their engineers and scientists, whether from the supply of new graduates, of persons with considerable work experience in their professional field, or of recent immigrants.

The extent of upgrading of personnel from the sub-professional to the professional level was also considered in one of the earlier surveys.

The 1962 survey asked employers to specify the types of engineering and scientific functions in which their professional personnel were engaged. There was also a question on the qualifications of persons performing engineering and scientific work, and another on the rate of employment turnover.

Originally, the survey coverage included only employers in the industrial sector of the economy, but in the mid-fifties it was extended to include universities and colleges, and government agencies. Until the present, the coverage of professional fields included

only those of engineering and natural science, but in the current survey coverage was extended to three social sciences: economics, sociology and statistics.

The mailing list includes all industrial establishments or organizations employing more than 100 workers in the following: mining and quarrying, manufacturing, transportation and communication, public utilities, and finance and insurance.

The latest survey indicates that employers expect a continuance of a fairly stable growth in their employment of engineers and scientists. They estimate an average annual increase of 5.9 per cent in the employment of engineers over the two-year period to 1964, of 5.4 per cent in the employment of natural scientists, and of 9.1 per cent in the employment of social scientists. Estimates of employment over the five-year period to 1967 indicate an expected total gain in the employment of engineers of 32 per cent; of natural scientists, of 31 per cent; and of social scientists, 88 per cent.

The greatest increases in requirements for engineers are expected in industrial and mechanical engineering, where increases are estimated at 11 per cent and 7 per cent respectively. In geological, metallurgical and mining engineering, less-than-proportionate annual gains are anticipated: an annual average rise of about 3 per cent in each.

The greatest increase in estimated requirements in the natural sciences, 11 per cent annually, is in mathematics; the lowest, 3 per cent, in agriculture, forestry and geology.

In social science, estimates of annual increases in employment between 1962 and 1964 are 8 per cent in economics, 10 per cent in statistics, and 13 per cent in sociology.

Twenty-seven per cent of all establishments responding in the survey reported vacant engineering or scientific positions. Establishments employing engineers reported vacancies amounting to 6 per cent of the total established engineering positions. Vacancies in establishments employing natural scientists amounted to 6 per cent also, and in establishments employing social scientists, to 10 per cent.

50 Years Ago This Month

Wholesale prices rise sharply throughout 1912, in Britain and United States as well as in Canada. Sweden issues report on country's "Great Strike" of 1909

Wholesale prices rose rapidly in Canada during 1912, and by December the Department's wholesale price index (1890-99=100) stood at 135.2, compared with 129.4 a year earlier.

The LABOUR GAZETTE of January 1913 reported that the index had risen to 134 in February and March, and advanced a point in each of the three following months, reaching 137 in June, compared with 126.1 a year before. During the next three months it dropped, so that by September the index was down to 132.5. After that, another rise brought the index to the December figure already mentioned.

Index numbers of prices in Great Britain and the United States showed similar movements, the GAZETTE said, "exceeding all previous high records." It added that "the chief factors in this general rise of prices were the crop conditions of 1911, the severe winter which followed, and the industrial expansion of the present year, accompanying the prospects of good crops and their final realization. The year was marked by an expansion of trade, financial activity, a great increase in the supply of gold, and an expansion of credit . . .

"The period of intense cold which settled over the continent in January [following a severe drought during the summer of 1911 in Canada and in Europe] and continued with little abatement till late spring, with heavy snowfalls and frequent storms, intensified the price situation."

The severe weather caused a fall in the production of dairy produce, and supplies of most foods in storage proved inadequate. "Butter, eggs, and potatoes were imported extensively for some weeks, New Zealand butter being brought from England, and potatoes from Ireland for consumption in Ontario."

Sweden's General Strike

The LABOUR GAZETTE published an article on Sweden's General Strike, or "Great Strike," in 1909, on which a report had shortly before been issued by the Swedish Government.

The article shows that labour-management relations in Sweden 50 years ago were not as harmonious as those today, which are held up as a model to be emulated (see box, p. 1262, L.G., Nov. 1962).

The General Federation of Labour of Sweden, the article said, was organized

in 1898, and by the beginning of 1909 the total membership of syndicates "with socialistic tendencies" was 200,000. In addition, 15,000 workers belonged to other organizations not connected with socialism, the total making up about 50 per cent of the men belonging to trades to which the syndicate idea had been applied.

After this labour organization had been set up, Swedish employers began to find themselves at a disadvantage in dealing with their employees; and after a number of unsuccessful attempts, they founded the Syndicate of Swedish Employers.

At first, the Syndicate was a "purely defensive organization," with an insurance against strikes, whose aim was "to ensure the participant members labour at low and uniform rates." As the organization grew in strength and in numbers, however, it began to apply itself "to regulating the conditions of labour in the interest of the employers by means of collective contracts."

During 1905, the employers' organization introduced new provisions into its statutes, which required its members, before signing a collective agreement with a labour organization, to submit it to the Syndicate's executive for approval.

By the end of 1909, there were 2,416 such contracts in force, covering 11,000 employers and 325,000 employees. To quote from the LABOUR GAZETTE, "Such was the respective strength of the parties when, after various rather unimportant disputes, the great struggle broke out." Wages appear to have been the main immediate issue in the dispute.

The men were in a weak position from the outset. Some of them had broken their contracts in quitting work, and on this account the Government refused to intervene, saying that "the breaches of contract and other similar measures had transformed the strike into an attack against society itself." The men also lacked funds with which to carry on the fight.

An agreement was reached to return to work on September 5, but the strike continued sporadically until early in November. The result was inconclusive, "the parties being [un]able to come to an agreement as to the future relations between their respective organizations."

Trade and Commerce Minister Foresees Strong Gains

In his year-end review of Canada's economy, Hon. George Hees, Minister of Trade and Commerce, said 1962 was "a year of strong advance."

Assessing the outlook for 1963 he said "the further penetration of markets arising from the new competitive strength of Canadian producers should provide a major source of stimulus in the coming year."

Among the advances made in 1962, the Minister noted the following:

—Canada's gross national product increased by 8 per cent over last year, with national output in real terms rising by 7 per cent, according to the most recent figures.

—Growth in output—with industrial production up by more than 8 per cent—was more pronounced in goods-producing industries than in services, and most gains were made in the sectors of industry highly exposed to foreign competition.

—In the first 11 months of the year, 177,000 more persons were employed, on average, than in the same period of 1961, with the rise in employment exceeding the growth in the labour force.

—A corresponding decrease in unemployment, which dropped to 5.9 per cent of the labour force from 7.2 per cent in 1961 and 7.0 per cent in 1960.

—A rise of 8½ per cent in total personal incomes during the first nine months of 1962 over the same period in 1961, with consumer prices up only 1 per cent.

—A rise of 9 per cent in merchandise exports during the first 10 months, following similar increases in 1960 and 1961.

—Imports in the first 10 months rose 12 per cent, much of the increase reflecting the rise in prices of goods from abroad in view of the lower Canadian dollar; this indicates that growth of demand in Canada was largely met by domestic sources.

—A substantial build-up in foreign exchange reserves after a sharp drain in the first half of 1962. The latter did not inter-

rupt the rise in economic activity, but gave "new impetus to the drive for expanded markets and increased production."

During the year the pegging of the Canadian dollar at 92½ cents in terms of U.S. currency was a central feature of the Government's program "designed to speed industrial development and in particular to strengthen the competitive ability of the Canadian producer."

Provision of more credit facilities for export and other purposes, greatly increased assistance for technical training, and provision of various financial incentives to promote research and industrial development were other features of the Government's program.

The response on the part of Canadian producers was vigorous. New gains in both the foreign and domestic markets are already indicated but should become "increasingly apparent in the period ahead."

Drawing attention to signs of hesitancy in some of the major industrial economies of the world, and stating there were some tendencies toward softening in international commodity markets, Mr. Hees added: "Any slowing down in the outside world would mean that even greater efforts would be required if the upward momentum of the Canadian economy is to be maintained."

"There are, however, important elements of strength in the domestic market outlook," he said. "The financial position of consumers is unusually strong; inventory-sales ratios are in a healthy position and businessmen seem to be planning for another good year."

A preliminary survey had shown that capital investment by business in 1963 might be as much as 5 per cent higher than in 1962. The above considerations "point to a significant increase in over-all demand in Canada in the coming year," the Minister stated. He added that, if Canadian producers in addition took full advantage of the new opportunities, "the Canadian economy should move steadily forward."

Chamber of Commerce President Predicts Active Economy in 1963

Canadians can look forward to a relatively high level of economic activity in 1963, President Victor Oland of The Canadian Chamber of Commerce said in a year-end message. "The basic problem of establishing an adequate economic growth rate, however, has not been solved," he said.

Business, said the Chamber President, has made advances in most areas compared with a year ago. There have been improve-

ments in gross national product, in export trade, in industrial production, wages and salaries, and employment.

Although the exchange crisis had been a disturbing development, Canadians could take heart in their ability to weather the storm as evidenced in the improvement in reserves and the gradual removal of import surcharges.

"External forces will not bail us out of our difficulties," said Mr. Oland. "We are dependent on our own efforts to compete effectively in foreign and domestic markets. In this connection, we can be encouraged by the forward steps now being taken for closer labour-management-government co-operation on setting basic goals for Canada."

In order to stimulate economic growth and development, to meet employment demands today and tomorrow, immediate action is needed in the area of government finances and taxation. "The present high personal and corporate income tax rates discourage initiative and sales and add to the costs of manufacturers and to the prices we pay as consumers," Mr. Oland said.

\$7½-Billion Construction Program Seen by CCA President in 1963

The President of the Canadian Construction Association has predicted a \$7.5-billion construction program for Canada this year.

Hugh R. Montgomery said in a year-end message: "The construction industry is looking for a slightly larger program than the \$7.4-billion program estimated to have been achieved in 1962. It will therefore keep its position as Canada's largest industry and employer. The equivalent of 570,000 year-round jobs on-site are required to carry out this program, plus an even larger work force off-site to produce, sell and transport the necessary construction materials and equipment."

Rate of Expansion Declines

The CCA President pointed out that because the construction industry was largely a service industry, constructing facilities for the use of others, its annual volume reflected the state of the country's economic well-being and development. The rate of economic expansion in Canada, as reflected by the volume of construction, had levelled off since 1957 and, on a per capita basis, was actually declining, he said.

The amount of industrial construction has dropped a good deal. "This is very serious, since it is through an expansion in this category that there lies the main scope for Canada to compete successfully in home and foreign markets and to provide additional continuing employment," Mr. Montgomery said.

The CCA President looked for further improvements in labour-management relations in the construction industry during 1963. "Both bodies are coming to realize more and more that they are interdependent and that the public interest is also best served by a mature approach to what has often traditionally been considered as an

area of almost total conflict—as a matter of principle. There will always be arguments and disagreements but there are many areas in which management and labour can agree. We should all try to expand these areas of agreement and strive to achieve our many common goals."

Prince Edward Island Signs Apprenticeship Agreement

Prince Edward Island has signed a federal-provincial Apprenticeship Training Agreement, it was announced jointly last month by Hon. Michael Starr, federal Minister of Labour, and Hon. Henry W. Wedge, Minister of Welfare and Labour for Prince Edward Island.

The new agreement brings to nine the number of provinces participating directly in the federal-provincial apprenticeship agreements. Although the Province of Quebec has not signed the apprenticeship agreement, some of the costs of apprenticeship in that province are shared by the federal Government under the Technical and Vocational Training Assistance Act.

Under the agreement, the federal government agrees to share 50 per cent of provincial expenditures on apprenticeship training carried out in co-operation with industry.

The number of registered apprentices in the participating provinces has increased from nearly 9,500 in 1950 to more than 29,000 (including Quebec trainees) in June 1962. These figures do not include apprentices trained by private industry.

First Secretary of UIC, E.C. Désormeaux Retires

Ernest C. Désormeaux, M.A., Secretary of the Unemployment Insurance Commission since 1941, retired on December 7. He had served under five Chief Commissioners, and had been the only permanent Secretary of the Commission since it was established.

Mr. Désormeaux, before going to the UIC, spent 20 years as business administrator for the Ottawa Separate School Board, and before that he taught at Sacre Coeur Separate School in Ottawa for three years.

U.S. Panel Recommends Program To Train High School Drop-outs

A \$400,000,000 United States federal program to help in training high school students and school drop-outs, and retraining adults, was recommended to President

Kennedy last month by a 25-member panel of consultants on vocational education appointed a year ago by the Department of Health, Education, and Welfare.

The consultants recommended that \$390,000,000 of the proposed federal expenditure should be matched by states and localities dollar for dollar. The remaining \$10,000,000 would be supplemented by \$5,000,000 from the other sources, and would be used to set up a new vocational training program for high school students who have handicaps that prevent them from taking the regular vocational courses.

High School Diploma Has Become Minimum Requirement for Job

A high school diploma has become a minimum requirement in the hiring policies of many industries in many parts of the United States, according to William Haber, an economist of the University of Michigan.

The result of this policy, he said, is that two groups of "uneducated" people, one at each end of the age scale, are swelling the ranks of the hard core of unemployed persons. The two groups are the young high school "drop-outs" and the older people who got their schooling before the high school diploma came to be considered important.

Referring to the older people, Mr. Haber said: "They are turning loose people with 10 earning years left to them, before they are eligible for social security, with little chance of finding other jobs in industry."

The reasoning used to justify the insistence on the possession of a high school diploma by applicants for employment is that workers must be able to acquire new skills or master new machines, and they cannot do this if they lack general learning ability. "To the personnel man, the high school diploma is an indication that the worker possesses these abilities. It also gives him hope that he can be promoted to supervisor some day," Mr. Haber said.

Even those who believe that the high school diploma has become a fetish are likely to favour the high school graduate over the drop-out because "the drop-out is a quitter."

Steelworkers, Kaiser Steel Agree On Sharing of Cost Savings

Sharing of savings in production costs, job security provisions, and widespread adjustments in incentive pay are features of a unique agreement between Kaiser Steel

Corporation and the United Steelworkers announced last month.

The contract, which is the outcome of nearly three years of study by a tripartite committee set up at the end of the steel strike in 1959, has yet to be ratified by the 7,000 employees affected.

If ratified, it will give the employees each month, in wages and fringe benefits, 32½ per cent of any savings effected in the use of materials, supplies and labour. The company would retain the other 67½ per cent. The sharing ratio reflects the past proportion between labour costs and total manufacturing costs.

Unlike the American Motors-UAW agreement (L.G. 1961, p. 1092), the Kaiser proposal is based on the production costs of finished steel, not on company profits.

Protection for the employees against unemployment caused by technological change is to be provided by the establishment of a plant-wide employment pool, and through the maintenance of wage rates, although the company retains the right to make layoffs necessitated by lack of business.

It is also proposed to eliminate incentive pay, which now applies to about 60 per cent of the employees, by allowing the workers to transfer to the savings-sharing plan.

Membership of U.K. Unions Increases to 9.8 Million

The total membership of trade unions in the United Kingdom at the end of 1961 was about 9,883,000, which was 62,000, or 0.6 per cent, more than the total of a year earlier, according to an article, "Membership of Trade Unions in 1961," in the November issue of the *Ministry of Labour Gazette*.

The total number of unions at the end of 1961 was 635, compared with 654 at the end of 1960.

(Comparable Canadian statistics (L.G., Nov. 1962, p. 1237) show that at the beginning of 1962 the total membership of trade unions in Canada was 1,423,000 and the number of unions, 159.)

The number of males who belonged to trade unions in the United Kingdom at the end of 1961 was 7,898,000, an increase of 23,000, or 0.3 per cent, compared with the previous year; the number of females was 1,985,000, an increase of 39,000, or 2.0 per cent.

By industry, the main increases were in educational services, 31,900; local government service, 26,700; metal and engineering industries, 16,700; and other transport and

communications, 15,200. These increases were partly offset by decreases in coal mining, 20,900, and railways, 19,000.

Business Done by Canadian Co-ops Increases 5 Per Cent in Year

The total business done by all types of co-operatives in Canada reporting for the crop year ended July 31, 1961 was \$1,470,000,000, an increase of 5 per cent over 1960, according to the annual summary *Co-operation In Canada, 1961*, published by the Canada Department of Agriculture.

There was a slight decrease in the number of co-ops but an increase of about 18,000 in membership.

The number of known marketing and purchasing associations declined from 2,093 in 1960 to 2,028 in 1961, but the total number of shareholders and members was almost unchanged at 1,626,766.

Marketing and purchasing activities in Canada increased by 28 per cent from \$1,112,000,000 in 1951-52 to \$1,424,000,000 in 1960-61. Sales of farm products increased by \$178,000,000, or 21 per cent, during the period; sales of supplies and merchandise increased by \$153,000,000, or 65 per cent.

Credit Unions Grow in Number, Membership and Assets

The total number of credit unions in Canada reached 4,697 in 1961, an increase of 89 during the year, says the annual report, *Credit Unions in Canada, 1961*, published by the Canada Department of Agriculture. Most of this growth took place in Alberta, Ontario and Quebec.

Assets passed the \$1.5-billion mark.

Total membership in 1961 was reported to be 2,751,059, an increase of 8 per cent over the 1960 figure. Half the total membership of all credit unions in Canada is in the province of Quebec.

Members' savings, which are the sum of shares and deposits, amounted to \$1,387,000,000 in 1961, an increase of 15 per cent over those of 1960. Assets per member for the whole country increased from \$511 in 1960 to \$549 in 1961.

Loans by credit unions increased by 18 per cent to \$570,000,000 in 1961. During the period 1957-61, credit unions made loans amounting to \$2,259,000,000, which was 55 per cent of all loans granted since inception.

Business and Professional Women Plan Conference on Management

An "Arts of Management" conference for women business executives, sponsored by the Business and Professional Club of Toronto, will be held March 15 to 23. A similar conference was held last year as an experiment.

The program will include study and discussion of the major management functions: organization, corporate structure, finance, production, industrial relations, ethics and policy, administration, marketing and communication.

Fifty applicants will be accepted. To be eligible a candidate must have had at least five years experience in business and should be in a supervisory position. She also must have the recommendation and approval of her management. Experience and ability, in so far as they can be judged, will be the criteria of selection rather than the degree of formal education the candidate has had.

The faculty of the Conference will include men and women from business, finance, industry, the labour movement and government.

Annual Salary for Plant Workers Provided in UAW Agreement

A collective agreement that puts production and maintenance workers on an annual salary was recently signed by Sabo Machine and Tool Works, Inc., Buffalo, N.Y., and Local 55, United Automobile Workers. A UAW spokesman said the contract is the first of its kind in which his union is involved, and AFL-CIO sources in Washington say that it is believed to be the first negotiated by any union.

Under the three-year agreement, the 25 workers covered will be paid salaries ranging from \$6,240 for skilled workers to \$5,760 for those with limited skill and \$5,510 for unskilled employees.

The contract reduces the working hours to 7½ a day and 37½ a week, and provides for vacations with pay varying from one week after 90 days service to four weeks after 20 years, full salary at the rate of one month's pay for each year of service for a worker who is laid off, severance pay for a worker who is discharged of one week's salary for each year of service, and sick leave of up to three months with full pay.

In Parliament Last Month

(page numbers refer to *Hansard*)

The Bill to establish a National Economic Development Board was given first reading last month, and the Bill to establish an Atlantic Development Board passed second and third readings.

The House considered in committee a resolution preceding the introduction of a measure to amend the National Productivity Council Act to provide for the appointment of three additional members to the Council but the resolution did not come to a vote.

Motion for second reading of a private member's bill to amend the Merchant Seamen Compensation Act was not put to a vote before expiry of the time allotted to private members' business. Another private member's bill of interest to labour was introduced and given first reading.

Three private members' motions were made but did not come to a vote. One attempted to bring seasonal farm labourers under the coverage of the Unemployment Insurance Act, the second to enact a Full Employment Act, and the third to encourage early vesting of workers' pension rights.

On November 27, the Minister of Finance moved consideration in committee of a resolution preceding the introduction of a measure to establish a National Economic Development Board, to define its duties and to provide for the necessary arrangements in connection with it (p. 2073). The next day, after the resolution was concurred in, Bill C-87, to provide for the establishment of the Board, was introduced and given first reading (p. 2115). The debate on second reading of the Bill continued intermittently during the month of December.

On December 4, Bill C-94, to provide for the establishment of an Atlantic Development Board, to define its duties and to provide for the necessary arrangements relating to it, was introduced by the Minister of National Revenue and given first reading (p. 2319). Earlier in the day the resolution preceding introduction of the Bill was considered in committee (p. 2288). On December 6, the Bill passed second reading (p. 2413), and on December 12, after a division on a ruling by the Speaker, it was read the third time and passed (p. 2589).

On December 4, the House considered in committee the resolution preceding the introduction of the Bill to amend the National Productivity Council Act (p. 2319). The initial motion to consider the resolution in committee had been agreed to on November 19 (p. 1745) (L.G., Dec. 1962, p. 1335).

On December 7, a motion was made for second reading of Bill C-25, a private member's bill, to amend the Merchant Seamen Compensation Act respecting payments to orphans of seamen (p. 2458). The hour appointed for private members' bills expired without question put.

On November 26, Bill C-85, a private member's bill, to limit to 40 a week the hours of work for employees in federal works, undertakings and business, "in order to combat unemployment and automation," was introduced and read the first time (p. 1985).

The three motions that did not come to a vote before expiry of the time allotted for private members' business were:

—On December 3, a motion that "the Government should consider the advisability of amending the Unemployment Insurance Act so that seasonal farm labourers would receive benefits similar to those paid at the present time to seasonal fishermen" (p. 2255).

—On December 17, a motion that the Government should consider introducing a Canada Full Employment Act, which would include "a clear-cut recognition by Parliament of the importance of full employment as a national policy," and which would make the federal Government responsible for maintaining such a policy (p. 2728).

—On December 12, a motion that "the Government should consider the advisability of encouraging early vesting of pension rights of employees, by disallowing in whole or in part the employer's claims for a reduction of the expenses of pensions for income tax purposes, where reasonable vesting provisions are not adopted" (p. 2596).

On November 27, the Prime Minister tabled the second volume of the report of the Glassco Royal Commission on Government Organization (p. 2043). On December 20, the Prime Minister announced that arrangements had been made to assemble a staff of senior officers of the public service, headed by Dr. G. F. Davidson, Deputy Minister of Citizenship and Immigration, to work with Senator McCutcheon in implementing the recommendations of the Royal Commission (p. 2849).

On December 10, the Minister of Finance announced that the Government had approved salary revisions for government employees comprising the second, third and fourth groups in the cyclical salary review program, and wage adjustments for prevailing rate employees, consideration of which had been deferred for some months (p. 2469).

Fourth Meeting, National Technical and Vocational Training Advisory Council

Advisory Council again recommends extension of March 31 deadline for completion of training facilities in order to qualify for 75-per-cent federal contribution and seeks federal sharing in cost of operating, maintaining completed schools

The National Technical and Vocational Training Advisory Council has again recommended extension of the March 31, 1963, deadline by which construction of training facilities must be completed in order to qualify for a 75-per-cent federal contribution. The recommendation was made at the Council's fourth meeting, held November 21 and 22 in Ottawa.

Under the Technical and Vocational Training Agreement, the federal contribution will be reduced to 50 per cent after March 31.

At its third meeting, in May (L.G., June 1962, p. 598), the Council had recommended that applications that had been received and approved by September 1, 1962 be eligible for the larger contribution even if the building project was not completed by the deadline.

The Council also asked the Government to consider broadening the agreement to provide for federal assistance of at least 50 per cent of the cost of operation and maintenance of institutions established under the agreement.

An addition to the agreement to provide especially for vocational training in agriculture was another measure recommended by the Council.

Dr. G. Fred McNally, former Chancellor of the University of Alberta, presided at the meeting.

The Council adopted a report of one of its subcommittees that called for, among other things, a high level meeting to bring about rapid acceleration of the training of the unemployed.

The meeting heard a report on programmed learning and received a brief from the Canadian Home and School and Parent-Teacher Federation.

A. D. Hales, Parliamentary Secretary to the Minister of Labour, in welcoming the members of the Council, spoke of the important work being done in vocational education, by which, he said, people would be trained to fill jobs that were going begging.

Deputy Minister of Labour

George V. Haythorne, Deputy Minister of Labour, told the meeting that the most important task now was to develop plans for making adequate use of the facilities that were coming into operation.

He pointed out that technical education was a part of general education, and referred to the need for teamwork between the provincial departments of labour and education in promoting technical education.

The reorganization of the Council recommended at the last meeting had not been acted on as yet, but only because the matter required more thought, not because it had been shelved.

He said that, in spite of restrictions, establishment of five positions for federal training co-ordinators had been approved.

Report of Training Branch

The report of the Technical and Vocational Training Branch presented a resume of the progress being made under the various programs of the Technical and Vocational Training Agreement. It also described the action that had been taken on the resolutions passed at the last meeting of the Council.

On the recommendation regarding reorganization of the Council, the Government had requested that the matter should remain in abeyance for the present, and that former members should be re-appointed for a term ending December 1, 1963.

The recommended study of school drop-outs had been referred to a research committee of the Department of Labour.

No action had been taken to date on the recommended survey and study of guidance services in the school systems, and available outside the regular school systems, in Canada and other selected countries, pending the report of a survey of school graduates undertaken in 1961.

D. E. Glendenning of the Vocational Training Branch had made a special study of programmed learning and had attended a special seminar on the subject at Lansing, Mich. (See below for his report).

The special conference to consider technical and vocational education in agricultural or rural communities had been held (L.G., Nov. 1962, p. 1241).

The recommendation that a National Conference on Vocational and Technical Training should be held had not been proceeded with owing to pressure of work. The sub-committee assigned to study the nature of such a conference will make a progress report at the May meeting of the Council.

The report of the Technical and Vocational Training Branch said that the Government had approved that equipment "which is ordered before April 1, 1963 and delivered and put in place before October 1, 1963 shall be eligible for a 75-per-cent reimbursement. However, no extension beyond March 31, 1963 was provided for building projects."

Extension of Deadline

A special committee appointed during the conference to consider the question of the deadline for the 75-per-cent federal sharing of construction costs proposed a resolution that was unanimously adopted by the Council.

The resolution recommended to the Minister of Labour "that present regulations be amended to allow building projects approved prior to March 1963, and completed March 1964, to qualify for 75-per-cent federal financial support, and that the regulations governing the purchase of equipment be amended to allow for 75-per-cent federal sharing for the balance of the life of the Agreement, which is March 1967."

The resolution said the Advisory Council had the support of the Canadian Federation of Home and School, provincial Departments of Education and other interested organizations in this recommendation.

Another resolution recommended that, in view of the impetus given to the construction of buildings for vocational and technical education by the federal Government's financial assistance, consideration should be given to broadening Program I to provide federal assistance of at least 50 per cent of the cost of operating and maintaining these institutions.

Agricultural Training

The committee on agricultural training recommended that "an additional and separate program, Program 10, be added to the Technical and Vocational Training Agreement to provide solely for training in agriculture."

The proposed program, the committee said, would provide for "training in agriculture at the secondary schools, trade schools

and technological institutes, in extension courses other than university courses, and in other special schools that may be required to meet the emerging need in this field."

The committee recommended financial assistance under the proposed Program 10 for buildings and equipment, and for operational, instructional and administrative costs in connection with approved agricultural projects and programs.

A provincial advisory board for agricultural education, responsible for assessing training needs, fostering suitable programs and for co-ordinating efforts among organizations and agencies interested in agricultural education, would be a prerequisite for support under the agreement, the committee recommended.

The committee further recommended that the federal Department of Labour add to the Training Branch staff a specialist in agricultural education, and that where feasible, the Training Branch develop analyses in important areas of agricultural training.

The Advisory Council approved the recommendation and decided to keep the agricultural committee in being for an indefinite period.

Training of Unemployed

The special committee on training for the unemployed recommended:

—Courses should be standardized in content, duration and terminology.

—In connection with basic training for skill development, all applicants should be given a chance, instead of insisting on "arbitrary entrance requirements based on previous formal education." (This would "involve elimination on the basis of performance early in the course," the committee said.)

—In basic training, the main effort should be to upgrade the large mass of the unemployed at lower levels, rather than to concentrate on a smaller number at higher levels.

—More should be done to encourage training within industry.

—Recognition that nearly 90 per cent of expected manpower expansion will be in the service industries.

—Courses should be broadened, and many new courses offered in "growth" occupations.

—A high level meeting should be arranged by the federal Government with the provinces, employers, and organized labour to bring about rapid acceleration in the training of the unemployed.

In adopting the report, the Advisory Council decided to leave its implementation and interpretation to the Training Branch, and decided to keep this committee also in operation.

Programmed Learning

D. E. Glendenning of the Technical and Vocational Training Branch presented to the Council a report on "programmed instruction" or "programmed learning."

"We would do vocational education a disservice not to introduce this medium experimentally," he said.

The basis of programmed instruction is that a person tends to repeat an experience that is rewarding and avoid those that lack reward. Programmed instructional materials are so designed that the probability of success at each step is very high, almost guaranteed.

Mr. Glendenning described this method of teaching as one in which knowledge is imparted by means of a series of questions, a set for each idea to be taught. The first question practically tells the answer, and each succeeding question makes a greater demand on the learner, by gradually eliminating the clues until a test question shows that the concept has been learned.

"We do not know yet what is the best way to use programmed instructional materials within the total educational program . . . There is a need for carefully controlled studies to ascertain exactly where programmed instruction can make its most valuable contribution," Mr. Glendenning said.

Little information is available about the effectiveness of programmed instruction, but he cited three companies who have experimented with it. Eastman Kodak has yet to find areas not suited for programming. General Telephone Company of California found that students using programmed instructional materials did as well as or better than other students in approximately half the time. International Business Machines found that those using programmed materials saved from 27 to 47 per cent of the instructional time with a slight increase in average achievement.

Some of the conclusions offered in Mr. Glendenning's paper were: that programmed instruction had a place in education, although its place had not yet been determined—it will not replace the teacher; there was evidence that this method would be more effective in many areas than traditional methods; that correspondence courses lend themselves well to programming; and that studies by industry indicate a considerable saving of time through the use of programmed materials.

Some of Mr. Glendenning's recommendations were that: a unit on programming should be introduced into teacher training programs; seminars or short courses in programming should be arranged in each province or region during the summer of 1963; a central source of information on the subject was needed for the use of teachers; a few vocational teachers in each province should be urged to experiment with the use of programmed materials during the present school year, mathematics and science being logical subjects for the purpose; and programming of one course should be undertaken, in a manner similar to that used in preparing a correspondence course or a trade analysis.

Home and School and Parent-Teacher Federation

A submission from the Canadian Home and School and Parent-Teacher Federation, in which that organization presented its views and expressed some misgivings about vocational training in Canada, was read to the Council by Mrs. G. A. Garbutt, Acting Chairman of the School Life Committee of the Association.

The federal-provincial Technical and Vocational Training Agreement, the Federation said, seemed to represent a determined effort to do something constructive to broaden educational opportunities for all children, and it therefore deserved the support of parents. Nevertheless, the Federation expressed doubts about the program on a number of grounds.

The deadline laid down in the Technical Training Act had been responsible for many of the problems that had arisen. It had necessitated hasty action by local boards and provincial governments in the building and equipping of the schools, had impeded the undertaking of a thorough survey of vocational training needs, and had led to haste in developing curricula and training teachers. There was consequently "a grave danger that in these areas the job done will prove to be inadequate," the brief said.

"In our view it is unfortunate that the federal Government did not undertake a thorough study of the needs and requirements for technical and vocational training facilities before providing funds for their construction."

The Federation's brief posed several questions, among them the following: What steps are being taken to ensure that there is a balance between manpower needs and numbers of graduates? What is being done in the way of job projection surveys? Will provision be made for on-the-job training

for students enrolled in vocational programs? Has consideration been given by all levels of government to the advisability of appointing qualified technical-vocational consultants at the national, provincial and local levels? Will the new facilities be used for retraining and adult education programs? Will standards be set so that graduates will be acceptable to employers, unions and apprenticeship boards?

The brief asserted that there must be an expansion of guidance services in the schools, and a campaign to convince the public that vocational education is not meant for second class individuals but for those with different abilities and aptitudes. "We suggest that a research study be undertaken to determine the reasons for the prejudice toward vocational education. If we can find the cause, we may also find a way to change these attitudes."

A. W. Crawford, War Veterans Representative and former Director of the Vocational Training Branch, expressed surprise that the Home and School Association seemed to be unaware of how much had been done and was being done regarding the matters dealt with in the submission.

The Council passed a resolution recommending that the Training Branch take appropriate means to arrange for a survey of guidance measures.

Training in Industry

Speaking on experimental projects in connection with training in industry, R. H. MacCuish, Assistant Director of the Vocational Training Branch, outlined a pilot project in which three firms in Ontario were planning to upgrade 10 employees.

In a six-month course, the employees being trained were taken off the job, the firm paying half of the cost, and the rest being borne by the employees themselves, who gave their time. Mr. MacCuish said it was hoped that similar pilot programs would be undertaken in other provinces.

He pointed out that the federal Government gave no direct assistance to industry in the matter of training, but that all financial help was given through the provincial governments.

In discussion, Fraser Fulton, Vice-President, Industrial and Public Relations, Northern Electric Company, said that automation was not a problem for large firms. Employees were trained for new jobs as required.

Mr. MacCuish thought, however, that automation was having a serious effect on the kind of skills required in industry, and more people were needed with higher educational qualifications and more technical training.

Garnet Page, General Manager and Secretary, Engineering Institute of Canada, remarked that if it were not for automation there would be far more unemployment, "because we should be out of business." Most employers, he said, were taking the necessary steps to retrain their employees. He admitted, however, that some employees had had to be let go, because they could not qualify for the new jobs.

In answer to a question by Max Swerdlow, Canadian Labour Congress, Ross Ford, Director of the Technical and Vocational Training Branch, said that about 30 per cent of all industry provided training programs.

NES Says University Graduates Will Exceed 30,000 in 1963

The number of 1963 graduates from the larger universities and colleges in Canada is expected to exceed 30,000, the National Employment Service says in its annual report on supply and demand of university graduates. The predicted 1963 graduating class is 15-per-cent greater than the 26,500 in the 1962 class.

The increase in graduations in 1963 over 1962 is at a somewhat higher rate than the corresponding rise in enrolments.

Besides covering only the larger universities and colleges, these figures exclude graduates of some courses, those obtaining graduate degrees, and those completing degrees through part-time study or summer courses.

"Substantial increases in graduating classes can be anticipated in the next few years as the full impact of large enrolment increases is felt," the report says. Enrolment of full-time university students in 1961-62 was 129,000, which was 13 per cent more than the 1960-61 total of 114,000. In turn, enrolment in 1960-61 was 12 per cent larger than that of the preceding year. If this trend continues, nearly 150,000 full-time university students will be enrolled in 1962-63.

Labour's Annual Briefs to Government

For second time in 1962, Canada's three central labour organizations submit recommendations. CLC criticizes certain of Government's austerity measures; CLC and CNTU advocate economic planning; railwaymen seek Railway Act changes

Canada's three central labour organizations, for the second time in 1962, last month presented memoranda containing legislative and administrative recommendations to the federal Cabinet. Each had submitted a brief in March (L.G., April 1962, p. 402).

The Canadian Labour Congress, in its brief presented on December 11, criticized certain of the Government's austerity measures for their "restrictive effect on the economy," expressed concern over unemployment and the "lack of adequate measures to offset" an economic decline predicted for the early part of 1963, and advocated a program of economic planning. The CLC spoke favourably, however, of the Government's plans to help soften the impact of automation.

The Confederation of National Trade Unions also urged economic planning by the Government. To supplement such a policy, its brief of December 11 recommended four short-term measures. And it criticized the Minister of Labour's bill on automation problems "as not being bold enough."

The National Legislative Committee, International Railway Brotherhoods, in its submission on December 12 repeated requests of earlier annual submissions for revision of the Railway Act to provide for suitable compensation of employees displaced by the closing of stations or other facilities, and for improved health and sanitation provisions. The Committee commended the Government for its Technical and Vocational Training Assistance Act of 1960, and advocated research into the particular skills that should be taught.

Members of the Cabinet, including the Minister of Labour, joined in giving the Government's replies to the memoranda, the Prime Minister finding it necessary to leave the individual delegations before the reading of the submissions was complete.

The CLC Brief

The Canadian Labour Congress criticized the Government's economic policies, saying that certain of its austerity measures "will have a restrictive effect on the economy," and expressed apprehension about the unemployment problem, which apprehension it said was "compounded by the fact that there is a real lack of adequate measures

to offset" the economic decline in the early part of 1963 that was being predicted by economists both in Canada and the United States.

The Congress had reluctantly agreed with some of the measures taken by the Government—for example, the emergency import restrictions—because of the acute balance-of-payments crisis. But it thought it most unwise to regard these restrictions as a long-term solution.

We believe that any attempt to make the present emergency surcharges on imports permanent, or to implement any other long-term import restrictions, would only result in harmful price increases in our economy. Increased costs might have a serious effect on our ability to export, and we should thus be no nearer, perhaps even farther off, from solving our balance of payments problem.

Such restrictive measures are out of step with today's need for substantial liberalization of world trade, the brief continued. "They are out of step with the important tariff changes which the Kennedy administration is seeking to bring about between the United States and Western Europe."

Liberalization of trade should not be at the expense of any one industry or industries, the Congress declared. "There must be adequate compensation for any employees and employers affected. Workers must be guaranteed adequate income maintenance during any period of readjustment."

In the section of the brief headed "The Economic Situation," the CLC criticized also the abandonment of a floating exchange rate in favour of a fixed rate. For Canada, with its comparatively open economy, a free rate is helpful in adjusting the balance of international payments to meet domestic needs, but with a fixed rate, domestic policies may have to be adjusted to meet balance-of-payment requirements.

Also criticized were the cut-back in the Government's own building program and the reduction of Canada's aid under the Colombo Plan.

What has been happening is that Canada has been standing virtually still or slipping backward while other countries have been forging ahead. Such a development, if it is allowed to continue, cannot but worsen our situation. We simply cannot afford the wastefulness of capital goods used below capacity nor the non-productivity, let alone the inhumanity, of idle manpower.

Proposals advanced by the CLC included: assistance to secondary industry to compete effectively with foreign products, ex-

port subsidies under certain circumstances, seasonal biases in monetary and fiscal policies to encourage winter construction, special forms of regional aid, and massive expansion in the public sector of the economy.

Economic Planning

The CLC found satisfaction in the increased support for economic planning, in the realization by various interests that "we cannot hope to achieve prosperity and full employment by the random operation of the market place."

The Congress stressed the urgency of a program of economic planning "so that the material and human resources of our country can be fully and effectively utilized to strengthen our economy, stimulate business, and give our workers jobs."

The Government's objective of creating more than a million new jobs over the next five years with a corresponding growth in the gross national product can best be achieved through economic planning, the brief said.

The Congress welcomed the reference in the Speech from the Throne to the establishment of a National Economic Development Board and of an Atlantic Development Board, and noted with approval that the NEDB would be "broadly representative."

If labour, business and similar groups are to be represented, "they should be invited to name representatives to speak on their behalf." If the Government wishes to have the views of organized groups, "it seems only logical to us that they should go directly to them rather than give them token representation through individual appointments."

But the CLC considered that more than a National Economic Development Board was required. "We urge the establishment of governmental instruments which will set such planning in motion, capable of implementing advice from the National Economic Development Board or any other advisory bodies."

Automation

The CLC spoke favourably of the Government's announced intention to aid employers and workers in meeting the impact of automation, which "has already brought about substantial changes in the composition of the labour force." A high degree of versatility and a relatively higher standard of education are now needed.

There are in addition such matters as the location and relocation of industry, the mobility of workers and their training and retraining for new jobs, the relocation of workers where necessary with all the social and economic consequences of such action, the orderly retirement of workers displaced by machines and too old for effective retraining, and the like.

There is moreover the important question of priorities as between the private and the public interest governing the manner in which technological innovations are introduced and the way in which their impact is absorbed.

Here is a very considerable area in which there is a high degree of mutuality of interest between labour, management and other elements in our community. Whatever measures are introduced, they should provide for effective consultation with representative bodies.

Speaking of the relocation of industry, "a problem that exists regardless of changes in technology," the CLC said there has been a strong disposition on the part of corporations to transfer plants from one locality to another in order to gain advantages for themselves. There are undoubtedly, in the eyes of the corporation, legitimate reasons for making such changes.

But it is not enough for a corporation to be allowed to make changes of this sort which have far-reaching effects without being required to examine the social and economic consequences of its action. The transfer of a plant from one location to another may result in loss of jobs, in lost savings represented by homes rendered valueless, a dislocation of family life and other severe social and economic disturbances. To the community which has been deserted, the loss of a plant or industry may mean blight and industrial decay. The social investment in streets, sanitation, schools, hospitals and other facilities may be lost beyond recovery. The social losses may outweigh by far the private advantage which flows from a decision to relocate.

Corporations are already required by law to meet certain standards for the protection of employees and the public, and they should be required to justify any proposal to locate or relocate in light of the public interest. "Whatever decision is made should reflect the needs of the community and not merely those of the corporation," the brief proposed.

Corporations and Labour Unions Returns Act

The Corporations and Labour Unions Returns Act will impose on unions unnecessary and onerous burdens, the CLC protested. Reporting a variety of kinds of information may seriously impede the legitimate activities of unions.

"It is altogether possible that unions will find it necessary to make constitutional and other procedural changes in order to satisfy the requirements of the Act," the brief said, urging reconsideration of the legislation.

The Right to Strike

The CLC said it disagreed with suggestions that strikes were obsolete or unjustified.

It said in its brief that our free society gives workers the right collectively to withdraw their labour and employers the right to withhold employment—but through rules

that make such action possible only under certain circumstances.

"It is by no means correct to assume, as many evidently do, that such economic action may be taken arbitrarily or without regard to law." A strike may work a hardship on one or other of the parties involved—"which is what is intended"—but, at most, an inconvenience to others. "It is debatable whether the public interest is so imperilled that a basic civil right should be curtailed or eliminated . . . It may be better to risk public hardship on some infrequent occasion than to place so great a restriction on the right of workers to control their own labour."

So far, no effective substitute for the strike has been found.

"We suggest that it would be contrary to good public policy to heed proposals [to ban strikes] that have been made."

Social Security

The question of old age security continues to be important, and "we regret that lack of support from certain of the provinces has so far prevented you from taking action" in respect to a constitutional amendment that would permit the introduction of a public system of pensions and disability and survivors' benefits.

"We would like to repeat the suggestion that, pending such an amendment, you establish consultative machinery that would enable organized labour, management, agriculture and others to offer advice concerning the principles on which proposed legislation might be based."

The CLC said it took exception on a number of grounds to recent suggestions that persons receiving public assistance should be required to perform work in return. First, the proposal fails to recognize the purpose of public assistance: to provide assistance to the unemployable and those who are unable to find work and are without other resources. Second, it transforms a social benefit into an obligation and "the compulsion to do the work or be cut off relief is offensive and contrary to our concept of freedom." Third, work for relief may be simply a way of getting work done "on the cheap" by replacing regular employees with relief workers.

Assuming that there is work to be done, it should be done in the appropriate way. It should be done either by properly qualified employees already on staff, by workers engaged through the National Employment Service or through some other legitimate channel. Workers hired should be engaged on the basis of their ability, not their dependence on relief. The rate of pay should reflect standards established through collective bargaining or other recognized procedures. Failure to do so creates inequities and undermines existing wage scales.

Through its grants-in-aid program, the federal Government has a powerful voice in the disposition of social assistance funds, the CLC said, and asked that the Government use its power to preserve the use of social assistance payments against abuse.

International Affairs

A thorough review of Canada's defence and foreign policy is urgently needed, CLC said. It outlined a six-point program that had been adopted at its convention in April.

The program called on the Government to:

- Support every constructive effort to bring about complete and general disarmament, under effective international control.

- Conclude a treaty to establish a non-nuclear club of nations which would undertake not to manufacture, store, or permit nuclear weapons on their soil or use nuclear weapons at any time.

- Oppose the spread of nuclear weapons to countries which did not yet possess them and refuse to permit nuclear weapons on Canadian soil or in the hands of Canadian Forces.

- Eliminate frills and waste from defence expenditures and use the money for the development of the public sector at home and increased aid to economically less-developed nations abroad.

- Critically examine Canada's commitments to existing regional defence alliances, such as NATO, taking into account a changing world situation.

- Prepare a comprehensive national plan for the gradual channeling of defence expenditures into constructive peace projects, thereby avoiding sudden economic dislocation, should universal disarmament be achieved.

The CLC suggested that the authority of the United Nations be strengthened. "We urge your government to support every measure designed to enhance the prestige, authority and jurisdiction of the United Nations and its agencies, and to insist that the General Assembly should create a permanent international police force."

Deep disappointment was expressed at the Government's action in cutting aid to other countries. "Canadians, one of the richest people in the world, are not doing enough in comparison with other industrialized nations and could well afford to spend a larger share of their national income on external aid," the CLC said. "We call on your Government to spend at least one per cent of our national income for aid to the economically less-developed countries."

Other Recommendations

The CLC expressed pleasure at the introduction of Bill C-70, the Occupational Safety Act, and suggested consideration of legislation having to do with radiation hazards and the necessary safeguards against them. It also urged legislation that will give government employees the right to engage in collective bargaining with the

Government and establish an orderly system for the settlement of disputes when bargaining fails to bring about a mutually satisfactory agreement; and again requested that the check-off be extended to government employees who are members of CLC unions.

In view of the appointment of a Royal Commission on Taxation, the CLC made no submission on the subject except to express disappointment that the Government had not appointed a labour representative to the Commission.

The CLC asked the Government to strengthen the Canadian Broadcasting Corporation, and assure it of reasonable independence of action. It suggested that financing of the CBC be by way of statutory grants over a sufficiently long period to enable the corporation to plan ahead. Appointment of a standing parliamentary committee on broadcasting was also proposed to replace the *ad hoc* committees hitherto established from time to time.

The brief said the Ontario court decision that held the Unconscionable Transactions Relief Act to be *ultra vires* of the province was cause for serious concern and hoped the Government was "watching this matter with the intent of taking legislative action should that prove necessary."

On other matters, including housing and education, the Congress drew attention to the recommendations made in its previous brief (L.G., April 1962, p. 402).

Government's Reply to CLC

The Government's reply to the CLC memorandum was given by Hon. Michael Starr, Minister of Labour. The Prime Minister had told the delegation in his remarks of welcome that it would be impossible for him to stay for the entire presentation.

The CLC had been "a little on the pessimistic side" when dealing with the economic and employment situation, Mr. Starr said. "Unemployment in the first 10 months of 1962 has declined 19 per cent in comparison with the same period last year," and the gross national product for the first six months is 8.6 per cent above last year; therefore "it is difficult to see the 'slipping back' to which your submission refers." The gross national product is now running at \$65 per capita higher, in constant dollars, than in 1957, he added.

The surcharges to which the CLC had expressed opposition have in many cases meant jobs for Canadians by encouraging the manufacture of Canadian products, the Minister said.

Bill C-83, dealing with automation and manpower adjustment, must be looked at within the context of a free economic

system, he said. The Bill embodies the principle of planning ahead, if any legislation did, while at the same time preserving the rights of management and labour in its application, as well as those "human values" that a report to President Kennedy by a committee headed by former U.S. Secretary of Labor Goldberg emphasized must be preserved.

"Bill C-83 is not a cure-all; but it provides a context and a frame of reference within which to work."

Mr. Starr announced that it was his intention when the Bill passes Parliament to call together representatives of labour and management to discuss the specific application of its provisions in various industries. "It will be an opportunity for labour and management to express their viewpoint and give suggestions, and if the suggestions are agreed upon by those who will be present, they will be incorporated in the regulations under the Bill."

The principle of planning was embodied also in the vocational training and school construction program. "Surely the program for the training of unemployed represents planning," he said.

Here the Minister reported that of the 800 persons retrained under the unemployed training program in Cornwall, Ont., 95 per cent had been placed in jobs.

He had no fear that the schools being built under the program would not be used. As an "exaggerated" example he cited the technical school at Moncton, with a capacity for 700 students, which is now filled and has a waiting list of 3,400.

Seasonal unemployment will be a problem as long as we have a primary economy subject to seasonal variations, Mr. Starr continued. "The way to provide year-round employment, of course, is to expand the secondary manufacturing industry." The Government had devoted every effort toward providing incentives, fiscal and economic encouragement, to secondary industry. Partly as a result of this, more than 60,000 new jobs were created this year alone in manufacturing.

CNTU Brief

The CNTU urged the Government to proceed resolutely toward economic planning; it believed this was the only remedy to the evil of chronic unemployment.

Unemployment is not only a symptom of a deficient economic structure, but is also the cause of evils that require prompt solution, the brief said. It suggested four short-term measures in addition to economic planning: changes in the winter works program, in housing loans, in transfer payments and in economic analyses.

Winter Works

Although recognizing the value of the Municipal Winter Works Incentive Program, the CNTU complained about its lack of flexibility in that it does not take sufficient account of regional differences. Since winter is not the same everywhere in Canada, the CNTU held, some regions benefit less from the advantages of the program.

The CNTU suggested also the establishment of a progressive rate of assistance corresponding to the rate of unemployment. In short, it suggested taking into account the different situations existing in the municipalities in connection with seasonal unemployment.

Housing Loans

The CNTU urged the Government to lower the interest rate on home building loans to 2 per cent.

Lower interest would enable a certain number of workers to acquire a family property and, if the reduction applied only to houses started between December 1 and May 1, it would stabilize employment in the building industry.

Transfer Payments

The CNTU declared itself in favour of raising family allowances, old age pensions and pensions to disabled persons as a means of increasing purchasing power.

The memorandum recognized that such a measure would not correct the defects of Canada's economy, which occur at the production level, but an increase in transfer payments "is a quick and effective means to satisfy urgent needs and to stimulate the economy until planning bears some permanent fruits."

Economic Analyses

The fourth short-term remedy suggested by the CNTU was to analyse unemployment conditions by small economic regions so as to give preference, when extending credits for public works, to the regions hardest hit by underemployment.

Economic Planning

The CNTU reiterated that "so long as Canada does not determinedly engage in economic planning, Canadians will endure chronic insecurity."

Not only must the Government not be afraid of planning, but it must embark in it while taking into account all the modern requirements of democratic planning, requirements that our federal system will allow us to fulfil advantageously.

The CNTU believes that planning must originate, as much as possible, in the provinces, with the federal Government co-ordinating it.

Automation

The bill submitted by the Minister of Labour concerning the employment problems arising from automation was criticized by the CNTU "as not being bold enough."

The memorandum stated that "the Starr bill offers only half-solutions: a better use of employment bureaus when what is needed is the creation of new jobs; the assumption of 50 per cent of the cost of certain studies in given enterprises when a general government enquiry is essential; the payment of half the price of railway fare for the workers being relocated in a new job, when this is only a minor part of the expenses involved in moving."

The CNTU said, however, that although it was not opposed to automation, "it wants to make sure that the workers are not the only one to absorb the cost."

National Economic Development Board

The CNTU once more requested the establishment of a council for economic guidance whose duty would be to "recommend to the Government whatever measures are necessary to strengthen our economy."

The memorandum suggests that, in the meantime, the members of the proposed National Economic Development Board not be appointed as individuals, but on the recommendation of their organizations; that the Board's recommendations be made public; that the Board include persons from all sectors of economic activity and, finally, that the Board be made up of committees as representative as the Board itself and aided by experts.

The committees suggested by the CNTU would deal with economic research, productivity, industrial research, combines and trust act, capital expenditures and foreign trade.

CNTU President Jean Marchand then remarked that a Board having no control over capital expenditures would "miss the boat."

The Glassco Report

The CNTU said it was astounded by some of the findings of the Glassco Royal Commission on Government Organization.

It pointed out that "responsible citizens who care for the common good cannot be indifferent to the administrative carelessness, the lack of co-ordination, the waste of public funds brought out by the Commission."

The CNTU, however, expressed disagreement with "the philosophy inspiring the recommendations of the Commission and its unproved contention that to resort to private enterprise is the only appropriate remedy."

The memorandum is particularly opposed to the recommendations tending to weaken Crown Corporations.

The CNTU stated further that "it regrets that for some years there has been a systematic campaign conducted against the Canadian Broadcasting Corporation, the National Film Board and Trans-Canada Air Lines. This campaign, under the pretext of a need for reorganization, is aiming at nothing else than the destruction of those institutions, which we believe are essential to the safeguarding of the public weal."

The CNTU declared itself in favour of a true bilingualism in the federal administration: two working languages on even status.

The brief adds:

Why should not the federal Government legislate right now that, starting in 1967—this would be a splendid anniversary present, although it is only the recognition of a right more than 100 years delayed—every civil servant hired by the federal Government for employment in Ottawa should be bilingual? This would give the students of today ample time to prepare for such an eventuality.

Collective Bargaining for Civil Servants

The CNTU once again claimed the right to collective bargaining for employees of the federal Government. The right of association means something only as long as it is tied to that of collective bargaining, the CNTU emphasized.

The brief pointed out that the Government obliges employers to bargain collectively with their employees but that it shirks from the application to itself of the general law.

Mr. Marchand then remarked that the employees of the Department of Public Printing and Stationery whose conditions of work and wages are established under the standards existing in the printing industry are at the same time, for purposes of the austerity program applied by the Government, treated in the same way as civil servants.

Other Recommendations

The brief declared itself in favour of the Bill introduced by Senator Croll concerning consumer credit, which would compel dealers to indicate clearly the rate of interest on each transaction. In addition, the CNTU is in favour of a law providing for a reasonable maximum rate of interest and compelling the buyer to make a cash payment of at least 20 per cent of the amount of the transaction.

The memorandum also requested the Government to review again its intention to reduce its financial contribution to the construction of schools for technical and professional training.

It also suggested many changes concerning the adoption of a strictly Canadian maritime policy.

Government's Reply to CNTU

The Government's reply to the CNTU memorandum was given by Hon. Michael Starr, Minister of Labour, and Hon. Léon Balcer, Minister of Transport, who spoke in French. When welcoming the delegation, the Prime Minister had said that it would be impossible for him to stay for the entire presentation.

The Minister of Labour repeated a number of the remarks he had made to the CLC delegates (see above), especially those pertaining to unemployment, to Bill C-83, and to the calling of a national labour-management conference.

The Minister particularly replied to criticisms made against the federal Government's program for the construction of vocational training schools. He pointed out that it was up to the Province of Quebec to build the schools and that the federal Government would then assume, unconditionally, the responsibility of paying 75 per cent of the cost. "The success of this program lies entirely with the provincial Government," he added. He stressed, however, that Quebec was probably ahead in the field of vocational training and at the present time perhaps was not in such great need of constructing schools.

Mr. Starr reiterated that the Government intended to show initiative and to be "as daring as the provinces, management and labour will let us."

Hon. Léon Balcer, Minister of Transport, spoke mainly about the memorandum's suggestions concerning the shipbuilding industry. He recalled, among other things, that Canada had obtained the consent of all the countries who signed the Commonwealth Agreement and that the Speech from the Throne foresaw legislation limiting trade in Canadian coastal waters to ships registered and built in Canada.

Mr. Balcer said the Government's policy in regard to subsidies, through which the Government pays up to 40 per cent of the cost of shipbuilding in Canada, was giving excellent results.

Finally, the Minister revealed that the Government was thinking of changing the structure of the Canadian Maritime Commission and promised that the CNTU's suggestion for labour representation on that Commission would be considered.

International Railway Brotherhoods' Brief

In its brief, the National Legislative Committee, International Railway Brotherhoods, repeated and emphasized numerous requests made in earlier submissions, especially that of March 13, 1962 (L.G., April 1962, p. 411).

It again requested, as it had done since 1958, revisions of Sections 168 and 182 of the Railway Act, so that railway employees displaced through the closing of stations or other facilities would be suitably compensated. It also repeated its request for improved health and sanitation facilities on locomotives, in rest houses at terminals, and at other points.

The Committee declared its support for any improvements that would make it possible to train more of our own skilled workers, congratulated the Government on its Technical and Vocational Training Assistance Act of 1960, and suggested that research be undertaken to determine what particular skills should be taught to develop Canada's skilled labour force.

The Railway Act

The Committee regretted the "necessity of having to repeat a request for revision of the Railway Act, particularly Sections 168 and 182. Our previous four submissions have contained the same request . . . but we have failed utterly in our attempts to have the requested revision made."

The brief asserted that, because many revisions had been made in the Act, "in those revisions certain parts of the intent have been lost." It recalled a promise made by the Minister of Transport during the March 13, 1962 presentation that these important and difficult problems would be dealt with in a very comprehensive fashion; also, the promise that the problem of Section 182 was to be studied by the Standing Committee on Railways, Canals and Telegraph Lines at that session (L.G., April 1962, p. 414).

A federal conciliation board had also stated, on the question of compensation for displaced or moved railway personnel, that the Minister of Transport had announced to the House that this whole question would be referred to a Parliamentary Committee "at the next session" (L.G., Feb. 1962, p. 166).

Because the necessity for revision of the Act had been covered in past submissions, the Committee wished only to stress the urgency of the matter.

The MacPherson Royal Commission on Transportation practically endorsed the abandonment of many thousands of miles of railway in Canada.

President Gordon of the CNR is reported by the press to have stated that the CNR intends to close some 1,400 agencies.

These abandonments are going to displace many hundreds of employees from their present location where many of them have their own homes in which a goodly part, if not all, of their savings are invested.

Unfortunately, the MacPherson Royal Commission did not make any specific recommendations for the protection of the employees forced to move, the brief commented.

The Committee said it had been advised by a competent authority that, to make Section 182 effective in case of abandonments under Section 168, it was necessary only to add to Section 182 the following words: "The provisions for compensation given under this Section shall apply to abandonments approved under Section 168."

Health and Sanitation

The brief pointed out that the Committee since 1958 in its annual submissions had requested:

That the Government provide for the health and comfort of railway employees by requiring that toilet facilities be provided and maintained in a sanitary condition for towermen, crossing watchmen, enginemen on all types of diesel locomotives, all yard service employees, trainmen when occupying cabooses, and in all boarding cars, railway shops and resthouses at terminals. Further, that drinking water facilities, sleeping accommodation and eating facilities be provided and maintained in a sanitary condition.

The brief referred to the extensive correspondence the Committee had exchanged with the Minister of Transport and his predecessor, and with the Minister of National Health and Welfare. It referred also to the March 1962 and the 1961 submissions, in which the Committee had expressed disappointment that the Sessional Committee on Railways, Airlines and Shipping that was to deal with the matter was authorized to concern itself only with Government-owned transportation services.

Pointing to the unsanitary provisions for drinking water provided on locomotives—one company simply provided a pail with a common drinking cup—the brief stated also that 1961-62 negotiations with one of the major railroad companies to install sanitary drinking facilities clearly showed "that the company places more importance on the cost factor than on the minimum sanitary requirements of its employees."

The brief stated that various permanent railway buildings were not connected to available water and sewer facilities "due to the cost involved in making the connection."

A. A. HUTCHINSON RETIRING

A. A. Hutchinson, since 1960 Chairman of The National Legislative Committee, International Railway Brotherhoods, who is also Vice-President in Canada of The Order of Railroad Telegraphers, is retiring this year. The brief he presented last month would be his last, he announced at the end of the Committee's audience with the Cabinet.

Automation and Technological Change

The social problems arising from automation and other technological changes demanded "labour-management co-operation which can best be brought about through government-sponsored programs." The National Productivity Council had obtained encouraging results in this direction, but it should be given additional scope and powers, the Committee proposed.

The brief approved the formation of a National Economic Development Board, and the establishment of an advisory council in connection with Bill No. C-83 on industrial change and manpower adjustment, introduced in November by the Minister of Labour (L.G., Dec. 1962, p. 1335). The brief expressed the hope that all three bodies would have close liaison with each other, "for only in this way will results accrue to the Canadian people."

Labour Representation on Public Bodies

Noting with approval the Government's policy regarding the appointment of labour representatives to public boards and commissions, the Committee offered to meet with individual Ministers at their convenience "for the purpose of discussing those items which come within their respective departments."

Education

Congratulating the Government on the enactment of the Technical and Vocational Training Assistance Act in 1960, and stating it was most encouraging that the most recent figures showed 435 new schools or additions to schools being constructed, the brief added, "there is no need to elaborate on the necessity of keeping the rate of expansion in a position of high priority." It also commended the Technical and Vocational Training Branch, Department of Labour, for introduction of its new publication *Technical and Vocational Education in Canada* (L.G., Aug. 1962, p. 911).

The brief expressed concern, however, over the need for research into the type of training that should be given and suggested co-ordinated research by the federal and

provincial Governments, education authorities and industry, "in order to avoid unnecessary duplication and waste of time, energy, and money."

Income Tax Act

Acknowledging that the dependant exemption had been increased during the last session of Parliament, the brief, however, reaffirmed the Committee's belief that lack of purchasing power "has been and still is a contributory factor to existing unemployment in Canada," and that purchasing power could be increased by increasing income tax exemptions.

It repeated the requests of the previous submission (L.G., April 1962, p. 412), adding the request that Section 11 of the Act be amended so that expenses incurred in behalf of dependent students who are in full-time attendance at universities, colleges or other educational institutions in Canada be deductible.

Elimination of Level Crossings

The brief repeated the request that all level crossings eventually be eliminated, and again noted with satisfaction that the Government had made monies available to the Railway Grade Crossing Fund, and that the latter was being used to promote the safety of the travelling public. The brief repeated the suggestion that the Minister of Transport continue his efforts toward the development and use of suitable warning devices until all such crossings would be eliminated.

National Transportation Policy

The brief stated that the Committee, for a number of years, had advocated the creation of a Canadian Transportation Authority "to combine and expand the present functions, duties and responsibilities of the Board of Transport Commissioners, the Air Transport Board, and the Canadian Maritime Commission, in order to formulate a policy affecting transportation. Railways, airlines, interprovincial trucking and pipelines are involved and should be included in a unified pattern of transportation regulations . . ."

Government's Reply to Brotherhoods

When welcoming the delegation, the Prime Minister said he would be unable to remain for the complete presentation of the brief and that the Government's reply would be given by the Minister whose jurisdiction was involved. The Ministers spoke after the reading of the sections of the brief that concerned them.

Before he left, however, Mr. Diefenbaker told the railwaymen that he thought their previous request concerning the Railway Act had been submitted to the Standing Committee on Railways, Canals and Telegraph Lines for a recommendation. When Mr. Hutchinson said his belief was that this had not been done, the Minister of Transport, Hon. Léon Balcer, explained that the general election in June had intervened. The Brotherhood's request would be on the order paper, he said, and the Government would move to refer the matter to the Sessional Committee on Railways, Canals and Telegraph Lines "as soon as the House meets again in January."

"In the next session," the Prime Minister said, "I expect we will be able to secure some representation now that a railwayman is in the Senate." (He was referring to Hon. J. A. Robertson, a member of the Brotherhood of Railroad Trainmen, who was appointed to the Senate at the end of November.)

Here Mr. Hutchinson pointed out that the first railwayman in the Senate had also been "a Robertson." (Hon. G. D. Robertson, a railroad telegrapher appointed to the Senate in 1917, was Canada's sixth Minister of Labour, serving in that office from 1918 to 1921 and again from 1930 to 1932).

Commenting on the requested health and sanitation measures, Hon. J. W. Monteith, Minister of National Health and Welfare, reviewed an exchange of correspondence between himself and the National Legislative Committee, and a meeting in October at which he had given assurances that "we were going to have some regulation if it was within the power" of his Department. He reported also on his correspondence with the presidents of the CNR and CPR. He was now awaiting a report from them.

Replying to the statements in the brief concerning education and automation, Hon. Michael Starr, Minister of Labour, said facilities for training would be "available for many years to come." As to the proper courses or skills that were to be taught, the Department was obtaining co-ordinating officers who would liaise closely with the provincial Departments of Education to see that the new facilities are put to good use.

Concerning automation, Mr. Starr stated that a committee in his Department had studied the matter for many years, and that he had introduced the manpower adjustment act. He made the same announcement of the intention to call a national conference on Bill C-83 that he had made to the CLC delegation (see above). He said the Government looked forward to the co-operation of all concerned—labour and management—to help assure the success of the measure.

The Canadian Chamber of Commerce Submits Recommendations to Cabinet

Enlarges earlier requests that unions be made civilly responsible before the courts and that judges continue to be eligible for chairmanships of boards of conciliation; seeks unemployment insurance regulations to reduce drain on Fund

In presenting its annual policy declarations to the Prime Minister and the federal Cabinet at Ottawa on November 28, The Canadian Chamber of Commerce enlarged its requests that unions be made civilly responsible before the courts, and that judges continue to be eligible to act as chairmen of conciliation boards. The Chamber further submitted expanded policies on education and rehabilitation.

In the presentation to the Cabinet, made by a delegation headed by Chamber President Victor Oland of Halifax, the organization urged increased efforts on behalf of the Government to reduce expenditures and balance the budget, and recommended the

immediate establishment of a commission to inquire into trade problems.

The Chamber's policy declarations, emanating from its 33rd annual meeting held in Vancouver in September (L.G., Oct. 1962, p. 1114), covered subjects ranging from Canada's economic system to the 1968 Winter Olympics, some 53 policy statements in all, with accompanying recommendations.

Labour Legislation

Enlarging its previous policy declarations requesting the clarification or enactment of legislation to make unions civilly responsible before the courts, the Chamber added a recommendation that such legislation pro-

vide that a trade union, when found to have defaulted in obeying the judgment of any court, be subject to decertification.

The Chamber also expanded its recommendation that judges continue to be eligible for appointment as chairmen of conciliation boards, by emphasizing that these provisions should apply "especially in disputes affecting the public interest."

In requesting a stiffening of unemployment insurance regulations to prevent abuses in the collection of benefits, the Chamber added to its previous policy declaration on the subject by stating that "other sources of drain on the Unemployment Insurance Fund deriving from payments to some married women, some pensioners and 'suitability of employment' determination should be eliminated and the duration of benefits reduced."

In forming its new, additional recommendations, the Chamber first repeated its initial recommendation of the previous year: "That provision for seasonal unemployment be separated from the Unemployment Insurance Fund." It then recommended that:

—Regulations be enacted that would require married women to prove attachment to the labour market before being considered for benefit payments.

—Regulations be enacted to eliminate payments to persons on pension who are not actually seeking work.

—Some time limit be fixed after which a claimant not placed in his primary work would be required to be placed in another occupation.

—The duration of benefit be reduced to 30 weeks or at most to the maximum duration of 36 weeks that was effective in 1955.

—All offenders under the Act be prosecuted.

Education and Training

To its previous extensive policy declarations on education and training, the Chamber added another point stressing that the educational system should afford equal opportunity to all, according to an individual's capabilities and his ability to achieve.

Steps should be taken, it pointed out, to enhance the prestige of non-matriculation courses among students, parents and teachers, to encourage students "who will not enter university to pursue high school courses that combine challenging academic content in keeping with the students' abilities and vocational content to orient students toward employment."

Among its recommendations on education, the Chamber made the following new one: "That member Boards and Chambers continue to strive for a uniform national standard curriculum in all Canadian public schools with regard to the academic program."

Describing its policies on rehabilitation of the disabled, the Chamber commended the Government for its legislative action in this area, and stated its intention to continue its efforts in encouraging its members to provide suitable employment opportunities for disabled persons in accordance with their abilities.

On the employment of the physically handicapped, the Chamber reiterated: "If a handicapped person still has the required capabilities, he is not handicapped in that particular job."

In presenting its policies on the importance of reducing government expenditures and exerting greater efforts to secure a balanced budget, the Chamber urged that "the many excellent recommendations contained in the first report of the Glassco Royal Commission [on Government Organization] should be implemented as rapidly as possible."

International Trade

Stressing the importance of trade, and amplifying its earlier policies on international trade relations, the Chamber recommended that the federal Government immediately appoint a commission of inquiry to investigate trade problems and trade agreements, and stipulated that such a commission should make its recommendations within a year. In addition, it recommended a re-examination of all trade legislation.

Although conceding that improvements in taxation had been made, the Chamber urged an immediate overhaul of the federal tax structure without waiting for the results of the Royal Commission on Taxation. It also urged a careful co-ordination of monetary and fiscal policies.

Ways must be found to obtain recognition of their mutual responsibilities and interests by the various elements of the community: management, labour, agriculture and consumers. Such a co-ordinated approach would do much to restore and maintain a satisfactory rate of economic growth in the economy and Canadian industry could then compete more successfully in domestic and foreign markets.

Recognizing the increasing importance of manufacturing or secondary industry in Canada, the group also asked the Government to establish a sub-department under a deputy minister to represent this field.

The Canadian Chamber of Commerce delegation represented the majority views of some 850 member Boards of Trade and Chambers of Commerce, having a membership of some 125,000 businessmen across Canada.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....(000)	December	6,574	- 0.6	+ 1.2
Employed.....(000)	December	6,160	- 1.8	+ 1.3
Agriculture.....(000)	December	582	- 2.5	- 2.8
Non-agriculture.....(000)	December	5,578	- 1.7	+ 1.7
Paid workers.....(000)	December	5,100	- 1.5	+ 2.5
At work 35 hours or more.....(000)	December	5,353	+ 5.8	+ 3.5
At work less than 35 hours.....(000)	December	674	- 36.9	- 12.4
Employed but not at work.....(000)	December	133	- 7.6	- 4.3
Unemployed.....(000)	December	414	+ 21.1	+ 0.2
Atlantic.....(000)	December	70	+ 29.6	+ 9.4
Quebec.....(000)	December	154	+ 24.2	+ 19.4
Ontario.....(000)	December	93	+ 13.4	- 17.7
Prairie.....(000)	December	51	+ 18.6	- 16.4
Pacific.....(000)	December	46	+ 17.9	0.0
Without work and seeking work.....(000)	December	387	+ 19.4	- 0.8
On temporary layoff up to 30 days.....(000)	December	27	+ 50.0	+ 17.4
Industrial employment (1949=100).....	October	125.4	- 0.9	+ 2.0
Manufacturing employment (1949=100).....	October	115.8	- 1.5	+ 3.3
Immigration.....	{ 1st 9 mos. 1962	56,568	-	+ 0.7
Destined to the labour force.....		28,506	-	+ 2.3
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	December	29	- 40.8	- 31.0
No. of workers involved.....	December	3,641	- 61.9	- 83.5
Duration in man days.....	December	56,660	- 26.2	- 59.4
<i>Earnings and income</i>				
Average weekly wages and salaries (ind. comp.).....	October	\$81.59	+ 0.2	+ 3.3
Average hourly earnings (mfg.).....	October	\$1.89	+ 0.5	+ 2.7
Average hours worked per week (mfg.).....	October	41.3	- 0.3	+ 0.2
Average weekly wages (mfg.).....	October	\$77.95	+ 0.4	+ 3.0
Consumer price index (1949=100).....	December	131.9	0.0	+ 1.6
Index numbers of weekly wages in 1949 dollars (1949=100).....	October	141.6	+ 0.1	+ 1.3
Total labour income.....\$000,000	October	1,735	- 0.8	+ 5.5
<i>Industrial Production</i>				
Total (average 1949=100).....	November	194.3	- 0.4	+ 5.4
Manufacturing.....	November	173.6	- 0.8	+ 6.0
Durables.....	November	174.6	- 1.0	+ 11.1
Non-durables.....	November	172.7	- 0.8	+ 2.1

(a) Distribution of these figures between male and female workers can be obtained from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics. These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the labour force characteristics of the civilian non-institutional population of working age. (More than 35,000 households chosen by area sampling methods in approximately 170 different areas in Canada are visited each month.) The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that was employed or unemployed during the survey week.

Manpower Situation, Fourth Quarter, 1962

Apart from seasonal movements, employment in 1962 remained fairly stable since midsummer, after showing a substantial improvement during the first half of the year. For the year as a whole, total employment averaged 168,000 higher than in 1961. Non-farm employment showed an annual gain of 189,000; farm employment declined by 21,000.

Unemployment has shown an irregular trend during the past year. In December 1962, the seasonally-adjusted unemployment rate was 6.0 per cent. This compares with a high for the year of 6.4 per cent in June, a month in which a record number of students entered the labour market in search of summer jobs. The month before the influx of students, the unemployment rate had fallen to 5.6 per cent, well below the low point reached in the 1958-59 business upturn. Total unemployment, on average, was 78,000 lower than in 1961, virtually all of the decrease being among unemployed men.

Although the last half of 1962 was featured by stability in the labour market, there was a further expansion in output. In the third quarter, output in real terms increased by 1 per cent. With sizeable gains earlier in the year, the Gross National Product in the first three quarters of 1962 was running about 8 per cent higher than in the comparable period of 1961. In both the second and third quarters, the per capita production in real terms exceeded the previous high, in the fourth quarter of 1956.

Some economic indicators augur a continuation of the upward trend in business activity for the fourth quarter. Retail sales increased more than seasonally, with gains being posted in most major lines of retail trade. Motor vehicle sales, which had shown remarkable strength during the first nine months of 1962, rose more than seasonally between September and October. An upward trend in labour income continued into the fourth quarter.

Also making a strong positive contribution to the level of economic activity in the current expansion was the upward trend in exports. In the first ten months, exports averaged about 9 per cent higher than in the same period in 1961.

Housing starts declined slightly between the third and fourth quarter but were still running somewhat above the level of the year before.

Employment

The seasonally-adjusted composite index of employment has been relatively stable since mid-year. This feature was not characteristic of all major industrial divisions, however. An upward trend was still evident in service, finance and manufacturing, although the gains were generally small. Employment decreased in forestry, mining and construction.

The improvement in manufacturing was largely the result of buoyancy in the durable goods division. Employment in non-durables, seasonally adjusted, showed little change over the period.

The main strengthening in the durable goods component was in the motor vehicle and motor vehicle parts industry. Somewhat smaller employment gains occurred in shipbuilding, electrical apparatus and wood products. Employment in the aircraft and parts industry was maintained at a high level until the end of August but has declined since, owing to layoffs at the Canadair plant in Montreal. In the non-ferrous metals industry, activity was curtailed during September and October because of a major industrial dispute in Quebec. Employment in the iron and steel industry showed successive month-to-month increases from January to September but declined in October as a result of production cutbacks in primary iron and steel. Data on steel ingot production for November and December indicate that the industry closed the year on a strong note. In the final two months of 1962, steel ingot production averaged 17 per cent higher than in the corresponding period in 1961.

As indicated earlier, the highlight in manufacturing during the past year was the strong performance of the automotive industry. A very active first half of 1962 was followed during the third quarter by cutbacks in production and employment for retooling and model changeover. After this transition period, production and employment rose sharply. Between September and October production of motor vehicles rose by more than 60 per cent. The January-October production figures for both passenger cars and commercial vehicles were 32 per cent higher than those in the comparable period in 1961. Employment in October was 11 per cent higher than in October 1961.

In general, employment in the service-producing industries continued to expand. Service did not advance in 1962 at the rapid rate characteristic of the division in

1961. From January to October, the index rose by 6 per cent whereas over the same period in the previous year the gain was 11 per cent.

In trade, employment was fairly buoyant in the first half of the year but levelled off after June, mainly due to slackening in the retail component. Finance, insurance and real estate registered an employment gain of 4 per cent between January and October; the better part of the increase took place since mid-year. Apart from a large strike in the trucking industry in the second quarter, employment in transportation, storage and communication showed no significant change since the beginning of the year.

The downturn in forestry employment that became apparent in the fourth quarter reflected mainly a decline in pulpwood operations in the Atlantic region. Mining employment has fallen steadily since June, the most noticeable weakening being in fuels. Construction employment has been edging down steadily since May, although in recent months the decline has been relatively small. In the fourth quarter, employment in construction was somewhat higher than the year before whereas in forestry and mining it was lower.

Labour Income

Labour income showed a strong advance during the first half of 1962 as a result of continuing gains in employment, rising wage rates and longer average hours. In seasonally-adjusted terms, the increase between January and June amounted to 2.5 per cent. During recent months, advances in wages and salaries have been considerably more modest, mainly reflecting a levelling off in employment and a slight reduction in the average length of the work week in manufacturing industries.

In October, labour income was estimated at \$1,735 million, a rise of 5.5 per cent from that in October 1961. Regionally, the largest percentage increases over the year occurred in Ontario, where the gain was 6.6 per cent. The Atlantic region showed the smallest relative gain, 2.7 per cent.

Workers in manufacturing industries earned on the average \$1.89 per hour in October. This was 3 cents an hour more than at the beginning of the year and 5 cents more than in October 1961. Average weekly earnings, at \$77.95, were \$2.26 higher than in October the year before.

In the automotive and shipbuilding industries, average weekly earnings were

sharply higher than the year before, largely reflecting increased overtime at premium rates. Wage rates in these industries were also substantially higher, the gains being above the average for all manufacturing. All major industries registered gains over the year in both hourly earnings and weekly wages. The average number of hours worked per week increased over the year by about a quarter of an hour in the durable goods sector but was unchanged in non-durables.

Unemployment

Unemployment has shown a rather erratic trend during the past year. The seasonally-adjusted rate declined from 5.9 per cent in January to 5.6 per cent in May but rose sharply during the summer, reaching a rate of 6.4 per cent in July as a record number of students entered the labour market during the school vacation period. With the reopening of schools, the rate fell again to the previous low; more recently, however, it has tended to rise. In December, the seasonally-adjusted unemployment rate was 6.0 per cent, virtually the same as at the beginning of the year.

In December, the unemployment total stood at 414,000, virtually the same as in December the year before. This was about 114,000 lower than in the same month in 1960. The decline in unemployment in the past two years has been almost entirely among men. The most noticeable decrease was among men 25 to 34 years of age, the group that experienced the sharpest increase in unemployment during the recession.

Of the 414,000 unemployed in December, 319,000, or more than three quarters, had been unemployed for less than three months, a substantially larger proportion than in the previous year. An estimated 51,000 had been seeking work from four to six months and 44,000 for longer than six months.

Included among the 414,000 unemployed persons were 72,000 teenagers, the same proportion as the year before. As usual, the incidence of unemployment was greater among young people than it was among the more experienced members of the labour force. In December, the number of unemployed in each age group, as a percentage of the labour force, varied from just over 12 per cent in the 14-19 age group to 5 per cent for those over 25 years old.

Total unemployment in December was 6.3 per cent of the labour force, compared with 6.4 per cent a year before.

CLASSIFICATION OF LABOUR MARKET AREAS—DECEMBER

	SUBSTANTIAL LABOUR SURPLUS	Moderate Labour Surplus	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	CALGARY QUEBEC-LEVIS St. John's Vancouver- New Westminster WINDSOR WINNIPEG	Edmonton Halifax Hamilton Montreal Ottawa-Hull TORONTO		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Corner Brook CORNWALL FARNHAM GRANBY JOLIETTE Lac St. Jean Moncton NEW GLASGOW NIAGARA PENINSULA Shawinigan SHERBROOKE SYDNEY TROI RIVIERES	Brantford Fort William- Port Arthur Kingston KITCHENER LONDON Oshawa Peterborough Rouyn-Val d'Or Saint John Sarnia Sudbury Timmins-Kirkland Lake Victoria	Guelph	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)	CHARLOTTETOWN PRINCE ALBERT RIVIERE DU LOUP THETFORD-MEGANTIC- ST. GEORGES YORKTON	Barrie BRANDON Chatham Lethbridge MOOSE JAW NORTH BATTLEFORD RED DEER REGINA Saskatoon		
MINOR AREAS (labour force 10,000-25,000)	Bathurst BRACEBRIDGE BRIDGEWATER Campbellton CHILLIWACK CRANBROOK DAUPHIN EDMUNDSTON FREDERICTON Gaspé GRAND FALLS MONTMAGNY Newcastle OKANAGAN VALLEY Prince George- Quesnel PRINCE RUPERT QUEBEC NORTH SHORE Rimouski STE AGATHE- ST. JEROME ST. STEPHEN SAULT STE MARIE SOREL SUMMERSIDE TRURO VALLEYFIELD VICTORIAVILLE Woodstock, N.B. YARMOUTH	Beauharnois Belleville-Trenton BRAMPTON Central Vancouver Island Dawson Creek DRUMHELLER Drummondville GALT CODERICH Kamloops Kentville Lachute Ste Therese Lindsay Medicine Hat North Bay Owen Sound Pembroke Portage la Prairie ST. HYACINTHE St. Jean St. Thomas Simcoe SWIFT CURRENT Trail-Nelson WALKERTON WEYBURN	Kitimat Listowel Stratford Woodstock- Tillsonburg	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 642, June 1962 issue.

Regional Manpower Situation

ATLANTIC

An outstanding feature of the labour market in the Atlantic region during the second half of 1962 was the sharp drop in farm employment. Non-farm employment, however, showed further strengthening during this period, mainly reflecting an improvement in manufacturing and the service-producing industries.

Unusually bad weather and smaller crops combined to reduce requirements in agriculture. In the fourth quarter, farm employment averaged 22,000 lower than the year before. Non-farm employment was 26,000 higher than in the closing quarter of 1961.

Manufacturing employment showed continuing strength during the fourth quarter, and remained substantially above that during the corresponding period in 1961. In October, the employment index (1949=100) for this industry stood at 115.9, up 4.4 per cent from a year earlier. Especially noteworthy was the continued improvement in the iron and steel industry, which was operating at a considerably higher level than a year ago. Employment in the food processing and wood products industries declined seasonally during the fourth quarter but continued to be somewhat higher than the year before.

The paper products industry retained its buoyancy through most of the fourth quarter, with employment considerably higher than a year earlier. By the end of the year, however, the effects of the New York newspaper strike were being felt by several firms. The transportation equipment industry remained busy but in December, both the railroad and rolling stock and the shipbuilding and repairing industries experienced layoffs owing to a lack of orders.

Employment in the service-producing industries continued to climb upward, the most marked improvement being in trade.

In the fourth quarter, employment in this industry group was 8 per cent higher than in the previous year.

Construction employment declined seasonally between the third and fourth quarter, remaining virtually unchanged from the year before. Residential construction, although continuing at a relatively high level, appeared to have lost some of its momentum. Housing starts for the first 11 months of 1962 were slightly higher than for the similar period last year; the value of building permits issued was slightly lower.

The mining industry showed some improvement during the latter part of the year, mainly reflecting strengthening in metal mining. Coal mining, which experienced a sharp employment decline after the closure of No. 16 colliery in August, has been fairly stable since. A comparison with the previous year shows a substantial decline in coal mining and a moderate advance in metal mining employment.

Forestry employment was substantially lower than the year before, largely because of increased mechanization, changing working patterns, and decreased demand for forestry products. The third-to-fourth-quarter increase in forestry employment was less than seasonal.

The increase in unemployment from the third to the fourth quarter was about equal to the change in previous years. Unemployment in the fourth quarter averaged 55,000, which represented 9.1 per cent of the labour force, compared with 8.8 per cent a year earlier.

In December, the classification of the 21 labour market areas in the region (1961 figures in brackets) was as follows: in substantial surplus, 18 (17); in moderate surplus, 3 (4).

QUEBEC

The employment decline in the Quebec region in the fourth quarter of 1962 was in line with seasonal expectations. As usual, the largest decreases during the quarter were in agriculture and construction. Water transportation declined seasonally, as did certain parts of manufacturing.

In the fourth quarter, total employment averaged 1,714,000, up 23,000, or 1.4 per cent, from the corresponding quarter of 1961. Aside from agriculture, which declined by 17,000, all main industrial divisions shared in the year-to-year employment advance.

The underlying employment trend in manufacturing remained firm during the quarter. As in the previous quarter, most durable goods industries operated at substantially higher levels than the year before. Long-run government financing of exports, subsidies, and devaluation of the Canadian dollar combined to stimulate production and employment in a number of manufacturing industries.

The iron and steel and shipbuilding industries were particularly active during the fourth quarter, operating at substantially higher levels than the year before. In

October, the respective employment indices (1949=100) for these two industries were 8.9 per cent and 19.6 per cent higher than the year before. Employment in the electrical goods industries also held firm during the quarter; both employment and production were substantially higher than in the previous year. Seasonal layoffs took place in the wood products, textiles, clothing, and food processing industries. All of these registered year-to-year employment gains, however.

Employment in the aircraft and parts industries continued to decline during recent months, as a result of further layoffs at the Canadair plant in Montreal. In October, the employment index for this industry stood at 218.2, a decrease of 20 per cent from a year earlier. Production in the chemical products industry declined over the quarter as a result of a lengthy strike in Shawinigan. The pulp and paper products industry, which had been operating at a high level for most of 1962, experienced some short time in December because of the New York newspaper strike.

Construction employment declined seasonally between the third and fourth quarter. Residential construction continued to be a major element of strength. Housing starts for the first 11 months of 1962 were 17 per cent higher than for the similar period of 1961; the value of non-residential construction contracts awarded was slightly lower.

Employment in Ontario decreased seasonally from the third to the fourth quarter. The largest declines were in agriculture and construction. Seasonal layoffs occurred also in food processing but there were partly offsetting gains in other parts of manufacturing.

Total employment in the region remained well above the level of the year before. The performance since the trough in the first quarter of 1961 compares favourably with that of the comparable period of the 1958-59 expansion. In some industries, notably manufacturing, the performance has been considerably better. In the fourth quarter of 1962, non-farm employment, seasonally adjusted, was 266,000 higher (4.3 per cent) than in the first quarter of 1961.

One of the more important features of the Ontario labour market during the fourth quarter was the continued strength in manufacturing, particularly in durable goods. Especially noteworthy was the high level of activity in the automotive, agricultural implement, machinery, and sheetmetal products industries. More than half a million

With the water navigation season drawing to a close, employment in the transportation industry declined, as usual. Employment in service and public utilities was reported to have remained fairly stable throughout the closing quarter of 1962. Trade and finance showed a moderate advance in employment during the period. All of the service-producing industries shared in the employment expansion over the year.

In the primary industries, employment developments were mixed. Mining employment, after allowing for slight seasonal variations, held firm during the fourth quarter, and remained moderately higher than it was the year before. The number employed in forestry operations increased about seasonally over the quarter. Although forestry employment was somewhat lower than the year before, labour turnover was reported to have been lower, and earnings and production higher.

Unemployment increased, on average, by 28,000 between the third and fourth quarter, a somewhat greater than seasonal increase. The average was also somewhat higher than that of the year before. In the fourth quarter of 1962, unemployment averaged 129,000, which represents 7.0 per cent of the labour force. In the fourth quarter of 1961, it averaged 118,000, a rate of 6.5 per cent.

In December 1962, the classification of the 24 labour market areas in the region was the same as in December 1961: in substantial surplus, 17; in moderate surplus, 7.

ONTARIO

cars and trucks were produced in 1962, a new record. The latest employment figures on the automotive and automotive parts industries indicate a year-to-year gain of 11 per cent. The recent provision which allows for the refunding of import duties on automatic transmissions on the basis of increases in exports has resulted in an increase in exports of components.

Steel consumption in Canada has risen substantially during the past year, while imports have fallen owing to competitive pricing and product diversification on the part of domestic producers. Employment increased during the fourth quarter in plants turning out industrial machinery, sheetmetal products and agricultural implements; in the latter industry, employment was at a higher level than at any time in the last three years. Production of structural steel, pig iron and iron castings decreased between the third and fourth quarter. For the iron and steel industry as a whole, employment was substantially higher than the year before and well above the previous trough.

The aircraft and railway rolling stock industries showed a firmer trend during the fourth quarter but shipbuilding declined. Electrical apparatus and furniture showed further improvement during the quarter. Activity in nickel smelting and refining was reported to have decreased.

In non-durables, the rubber and textile industries continued operating at high levels. Demand for synthetic fabrics, carpets and rugs was reported to be increasing. Seasonally-adjusted levels of employment were unchanged from the previous quarter for the clothing, leather, paper and chemical industries. Small declines took place in food and tobacco processing.

Construction employment showed a larger than seasonal decrease during the fourth quarter, mainly reflecting a drop in house-building activity. Non-residential construction showed continuing strength, the institutional and commercial sectors being particularly busy.

Forestry employment in the fourth quarter followed the seasonal pattern, and remained above the corresponding 1961 level. In mining, the decline was larger than usual owing to layoffs in the nickel indus-

try. Shortages of experienced underground miners have eased in many parts of the province in recent months as many of the workers released from the Sudbury nickel mines were absorbed elsewhere.

Apart from the closing of water navigation, little change occurred in transportation and public utilities. Retail sales have increased in recent months but employment in trade showed little or no change. Service employment continued to advance during the fourth quarter, although at a much more moderate rate than earlier in the year. In all of the service-producing industries, employment was substantially higher than in the closing quarter of 1961.

Unemployment dropped in Ontario between the third and fourth quarter of 1962, whereas it normally increases. Averaging 81,000 or 3.1 per cent of the labour force, the total was substantially lower than the 101,000, or 4.2 per cent of the labour force, in the final quarter of 1961.

In December, the classification of the 34 labour market areas in the region (last year's figures in brackets) was as follows: in balance, 4 (3); in moderate surplus, 25 (26); in substantial surplus, 5 (5).

PRAIRIE

Both farm and non-farm employment in the Prairie region, from the beginning of the year, showed little change during 1962, apart from seasonal movements. And, during the fourth quarter, with a near-record grain crop and rising personal incomes, the outlook remained fairly bright.

Total employment in the fourth quarter averaged 1,100,000, a gain of 14,000 over the year.

Construction activity was maintained at a high level during the fourth quarter, after registering strong gains during the third quarter. Residential construction, allowing for seasonal changes, was off from the peak of earlier months but remained much ahead of a year earlier. Losses in the industrial and engineering sectors were more than offset by gains in institutional and commercial building.

Employment in metal mining and fuels declined for the second consecutive quarter, reaching a somewhat lower level than in the fourth quarter of 1961. There was some improvement, however, in potash mining and in quarrying.

Grain shipments to storage elevators across the Prairie and at the Lakehead provided additional employment opportunities during the fourth quarter, as did a number of Winter Works projects designed to improve public utilities.

As crop prospects improved in the summer of 1962, retail sales climbed rapidly, and in October showed a year-to-year gain of 10 per cent. Employment in retail and wholesale trade showed little change, however. Service employment also remained fairly stable, although it was somewhat higher than the year before.

Manufacturing employment fell somewhat more than seasonally in the fourth quarter owing to layoffs in meatpacking, foundries, structural steel and boiler shops.

Employment in manufacturing has shown a relatively modest rise since the present expansion got under way. Since the business cycle trough in the first quarter of 1961, manufacturing employment has risen by some 3 per cent, after seasonal adjustment. For the country as a whole, the gain in manufacturing employment was 6 per cent.

A year-to-year comparison shows sizeable gains in some manufacturing industries and losses in others. Non-ferrous metals, wood and paper products and clothing and printing were among those showing improvement over the year. The aircraft, railway rolling stock and chemical industries showed decreases.

Unemployment increased seasonally between the third and fourth quarter. The

fourth quarter average, 41,000, was 3.6 per cent of the labour force. During the comparable period in 1961, the figure was 49,000, representing 4.3 per cent of the labour force.

At the end of December 1962, the classification of the 19 labour market areas in the region (1961 figures in brackets) was as follows: in substantial surplus, 5 (8); in moderate surplus, 14 (11).

PACIFIC

In the Pacific region, employment and unemployment developments during the fourth quarter were mainly seasonal. Employment declines were about normal for the season in agriculture, manufacturing and construction. Mining, which registered a strong advance earlier in the year, continued to improve. Total employment in the fourth quarter averaged 559,000, or 2.9 per cent (16,000) higher than in the fourth quarter of 1961.

From the cyclical low point in the first quarter of 1961, employment in the Pacific region has expanded relatively more than in any other region. In seasonally-adjusted terms, employment showed an increase of 6 per cent over the past seven quarters. The largest gains were in mining, manufacturing and the service-producing industries. Mining registered a particularly strong advance, rising by 15 per cent, after discounting seasonal factors. During the same period, manufacturing employment rose by 6.3 per cent.

Manufacturing employment declined during the fourth quarter, mainly reflecting seasonal layoffs in food processing, iron and steel and chemical products. However, total manufacturing employment was still considerably higher than the year before. In October, the employment index for this division (1949=100) stood at 123.7, up 5.1 per cent from the previous year.

The shipbuilding and iron and steel industries showed the most marked year-to-year improvement, with respective increases of 20 per cent and 11 per cent being recorded. Lesser gains took place in the pulp and paper and sawmill industries. Employment was somewhat lower than the year before in non-ferrous metals and chemicals.

Mining employment continued to expand during the fourth quarter, rising well above the level of the previous year's fourth quarter. The upward trend in activity in this industry gained considerable support from shipments of copper and iron ore concentrates to Japan. Another development of some importance was the completion of the new oil pipeline connecting the Peace River area with the lower B.C. mainland and U.S. markets.

Construction employment declined seasonally between the third and fourth quarter but was still somewhat higher than a year earlier. Housebuilding continued to be more active than in the previous year but non-residential construction remained at a somewhat lower level.

Forestry employment, which reached an unusually high level during the third quarter, showed little change during the final quarter of 1962. For the year as a whole, forestry employment averaged 8 per cent higher than in the previous year, and timber output increased by an estimated 13 per cent.

The service-producing industries showed little change between the third and fourth quarter after registering strong advances earlier in the year.

Unemployment increased seasonally from the third to the fourth quarter but remained at virtually the same level as the year before. Averaging 40,000, or 6.7 per cent of the labour force, it was virtually the same as in the fourth quarter of 1961.

In December 1962, the 12 labour market areas in the region were classified as follows (1961 figures in brackets): in balance, 1 (1); in moderate surplus, 5 (6); in substantial surplus, 6 (5).

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	December 1962	December 1961	December 1962	December 1961	December 1962	December 1961	December 1962	December 1961
Metropolitan.....	6	6	6	6				
Major Industrial.....	12	14	13	11	1	1		
Major Agricultural.....	5	6	9	8				
Minor.....	28	26	26	29	4	3		
Total.....	51	52	54	54	5	4		

7th Convention, Quebec Federation of Labour

Reiterates support of New Democratic Party, pledges help in forming provincial branch. Roger Provost re-elected President by acclamation for seventh term

The seventh annual convention of the Quebec Federation of Labour, which took place in Quebec City from November 22 to November 24, reiterated its support of the New Democratic Party and decided to increase its efforts toward the formation of a provincial branch of the party.

Some 450 delegates attending the three-day convention also claimed the right of association for public servants, denounced Social Credit, called for the abolition of injunctions in labour-management disputes and protested against nuclear weapons.

Roger Provost was re-elected President by acclamation. There are only two newcomers to the new Executive Board.

The guest speakers at the convention included the President of the Canadian Labour Congress, the leader of the New Democratic Party, the Assistant Deputy Minister of Labour for Quebec, the Director of Laval University's Department of Industrial Relations, and the Acting Mayor of Quebec City.

An Executive Board recommendation that conventions be held only every second year as in the case of the CLC did not gain the required two thirds of the votes.

President's Address

The QFL President called for a revision of the electoral districts of Quebec province, declared that the nationalization of electricity was not a cure-all, and denounced Social Credit's opposition to labour unions.

In his opening address, Roger Provost said that the province's electoral districts were "out-of-date and violated the most fundamental democratic principles." He pointed out that it takes ten voters in an industrial county as against one in the rural counties to elect one member of the Legislature. The revision should be made by an independent Board whose members were not connected with the Legislature, he said.

The President warned the delegates against the tendency to consider the proposed nationalization of electricity as a cure-all. "It will not, in itself, bring full employment and, especially, it will not give the citizens of the province control over the economy."

In addition, Mr. Provost suggested that the expropriation of private power companies be carried out through a State-controlled board rather than through the courts.

He warned the delegates against Social Credit, just as Jean Marchand had done at the annual convention of the Confederation of National Trade Unions, particularly because of that party's anti-union policies.

Claude Jodoin

Claude Jodoin, President of the Canadian Labour Congress, spoke in defence of the right to strike and stressed that strikes are not out-dated and that it was essential that this democratic right be maintained. He asserted that the implications of strikes are often exaggerated, pointing out that much more time is lost in Canada through sickness than through work stoppages.

He expressed the hope, however, that labour and management would attain better understanding.

He felt that the establishment of a social and economic advisory council would enable the labour movement to contribute, jointly with management, to the future of Canada.

Joe Morris

Joe Morris, Executive Vice-President of the Canadian Labour Congress, called on the Government for "a planned long-term expansion of our social capital and the development of our human resources."

Stating that the labour movement in Canada does not want any makeshift or make-work programs such as were prevalent in the thirties, he stressed that far-reaching measures were needed, i.e., "expanded and methodical planning of the public sector".

Mr. Morris said that "we want the Government to launch a planned program of expenditures in the public sector of the economy on projects that will be self-supporting and that will create conditions necessary for rapid economic growth and increased job opportunities for an ever-expanding labour force."

Mr. Morris, who comes from British Columbia, warned Quebec workers against Social Credit, saying that "since 1952, when Social Credit came to power in British Columbia, they have adopted three labour laws: Bills 32, 43 and 42, each worse than the last and each aimed at cutting down the rights of unions."

T. C. Douglas

T. C. Douglas, leader of the New Democratic Party, called upon the delegates of the Quebec Federation of Labour to fight

for the right of collective bargaining for public servants. Some public servants, such as the Post Office employees, he said, were toiling under very bad working conditions.

The Member for Burnaby-Coquitlam said that unemployment is presently the most serious problem facing the Government. The 200,000 new jobs the federal Government is planning to find each year will hardly be sufficient to cover the newcomers in the labour market, he said.

Resolutions

Political Action

At the end of a three-hour discussion in which there was very little opposition, the QFL once more gave its full support to the New Democratic Party, promised to intensify its efforts in political action and decided to participate actively in the founding of a "popular" party at the provincial level.

The convention adopted, with only five dissenting votes, a resolution recommending that "the incoming Executive Board of the Quebec Federation of Labour concentrate its activities, as much as possible, toward helping and participating in the founding of a new popular political party in the province of Quebec." (The founding convention of the provincial wing of the NDP is to take place in March 1963.)

Public Servants

The Quebec Federation of Labour again claimed, for federal as well as provincial public servants, the right of association, including that of joining a trade union of their choice, and the right to bargain collectively and to strike. The Declaration of Principles adopted, however, distinguishes between the right to strike and strike action.

"To suppose that public servants will resort to strike action without absolute necessity or indiscriminately and irrespective of public welfare is to do them wrong," the Declaration said.

Nuclear Weapons

The convention adopted many resolutions calling for the abolition of nuclear weapons and of nuclear tests in the atmosphere, and congratulating the "Voice of Women" organization for its attitude and the steps it has taken in that matter. Many of the delegates, however, were opposed to taking unilateral steps.

Electoral Map

The Quebec Federation of Labour once more declared itself in favour of revising the electoral map of the province. The delegates adopted a resolution calling for the establishment of an independent board composed of "representatives of various

social classes and sectors of the population and of experts in human sciences" to draft a bill for the redistribution of electoral ridings.

Annual Conventions

The Executive Board's recommendation that from 1963 biennial conventions be held was rejected. As the recommendation required an amendment to the constitution, it did not obtain the support of two thirds of the votes.

Injunctions

The Quebec Superior Court judges who grant injunctions without valid reasons were strongly criticized during the convention when the delegates adopted a resolution calling for the elimination of injunctions in labour-management disputes.

A resolution, unanimously adopted, requested that:

—All injunctions in strike cases be eliminated.

—No interim injunctions in connection with the right to work be issued without notice and without previous notification to all parties concerned;

—No injunction be issued limiting the right of peaceful picketing and the number of peaceful picketers.

The Quebec Federation of Labour stressed that the injunction duplicates the provisions of the penal code, that it is provocative, that it throws discredit on justice and that, finally, it is generally harmful to the settlement of labour-management problems.

Other Resolutions

Among the resolutions adopted were some calling for:

—Adoption, within a program of economic planning, of a minimum wage rate of \$1.25 for all wage-earners in the province;

—Adoption by the federal Government of a full employment policy;

—Inauguration of trade-union courses for primary and high school pupils;

—Putting into effect by the provincial Government of a full health insurance plan;

—Adoption of an automobile insurance plan identical to the one in force in Saskatchewan;

—Maintenance of rent control;

—Abolition of tolls on public highways;

—Abolition of premium stamps and other such practices;

—Inspection of all cattle to be slaughtered;

—Immediate abolition of the Quebec Legislative Council;

—Adoption of a law relative to conflicts between the personal interests of men in politics and of senior public officers and the public interest.

Election of Officers

Roger Provost was unanimously re-elected as President of the Quebec Federation of Labour, a post he has held since the 1956 merger.

Jean Gérin-Lajoie was re-elected as first Vice-President, but Louis Laberge, President of the Montreal Labour Council, replaced Edouard Larose, who retired, as second Vice-President. Mr. Larose was appointed Honorary Vice-President.

John Purdie and André Thibodeau were retained in their respective positions as Secretary and Treasurer.

The industrial group Vice-Presidents are: Fernand Daoust, manufacturing; Paul Emile Jutras, transportation; Roland Goedike, food, beverages and services; Jean Paul Ménard, wood, loggers and construction; Paul Pichette, textiles; and Willie Laporte, mines and metals.

The regional Vice-Presidents are: Aldo Caluori, René Mondou and Gérard Rancourt, City of Montreal; Théo. Gagné, Northern Quebec; Jean-Guy Denis, Gatineau and Laurentians; Robert Dean, South Shore-Eastern Townships; Oscar Longtin, Southern Quebec; Albert Bergeron, St. Maurice region; and J. B. Hurens, City of Quebec.

Industrial Fatalities in Canada during Third Quarter of 1962

Deaths from industrial accidents during quarter numbered 235, decrease of one from total in previous quarter and of 62 from number in same quarter of 1961

There were 235* industrial fatalities in Canada during the third quarter of 1962, according to the latest reports received by the Department of Labour.

During the previous quarter, 236 fatalities were recorded, including 29 in a supplementary list. In the third quarter of the previous year, 297 fatalities were recorded.

During the quarter under review, there were two accidents that each resulted in the deaths of three or more persons. On July 22, seven employees of a Canadian airline company were killed when an aircraft, out of Vancouver, crashed and burned while attempting to land at Honolulu International Airport. On September 6, four employees were drowned when a fish packer vessel sank in the Gulf of Georgia in British Columbia.

Grouping by Industries

The largest number of fatalities, 42, was in the manufacturing industry. Of these, 15 were in iron and steel products, 6 in paper products, 5 in food and beverages, 4 in wood products, 3 each in transportation equipment, non-metallic mineral products

and chemical products, 2 in non-ferrous metal products and 1 in electrical apparatus. For the same period of the previous year, 62 fatalities were reported: 23 in iron and steel products, 7 each in transportation equipment and chemical products, 5 each in food and beverages and wood products, 4 in electrical apparatus, 3 each in paper products, non-ferrous metal products and miscellaneous manufacturing industries, and 2 in non-metallic mineral products. During

The industrial fatalities recorded in these quarterly articles, prepared by the Working Conditions and Social Analysis Section of the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in industries covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

* See Tables H-1 and H-2 at the back of book. The number of fatalities that occur during a quarter is always greater than the figures quoted in the quarterly articles. Information on accidents that occur but are not reported in time for inclusion is recorded in supplementary lists, and statistics are amended accordingly. The figures shown include 43 fatalities for which no reports have been received.

1962's second quarter, 33 employees lost their lives in this industry. Eight died in each of iron and steel products and transportation equipment, 4 in food and beverages, 3 each in wood products, paper products and non-ferrous metal products, 2 in non-metallic mineral products, and 1 each in textile products and chemical products.

In the construction industry, of the 38 fatalities reported, 21 were in buildings and structures, 10 in highways and bridges and 7 in miscellaneous construction. Fatalities recorded in this industry for the same period in 1961 numbered 85; of these, 34 were in buildings and structures, 23 in highways and bridges and 28 in miscellaneous construction. During 1962's second quarter, 51 fatalities were listed: 24 in buildings and structures, 14 in highways and bridges and 13 in miscellaneous construction.

The 36 fatalities recorded in the transportation, storage and communications industry were distributed as follows: 19 in local and highway transportation, 10 in air transportation, 4 in railway transportation and 3 in water transportation. During the same period of the previous year, 37 employees lost their lives in this industry: 12 in local and highway transportation, 11 in railway transportation, 8 in air transportation, 4 in water transportation and 1 each in storage and the unclassified category. Accidents during the second quarter of 1962 resulted in 31 deaths: 12 in local and highway transportation, 11 in railway transportation, 6 in water transportation and 1 each in telegraph and telephones and the unclassified category.

In the mining industry, of the 32 fatalities recorded, 20 were in metal mining and 6 each were in coal mining and non-metallic mineral mining. For the same period of the previous year, 30 fatalities were listed: 20 in metal mining, 3 in coal mining and 7 in non-metallic mineral mining. During the second quarter this year, 34 employees lost their lives in the mining industry; 24 died in metal mining and 5 each in coal mining and non-metallic mineral mining.

There were 25 fatalities in the service industry during the quarter: 21 in public administration, 3 in personal service and 1 in recreation service. Fatalities recorded for the same period in 1961 numbered 20, of which 17 were in public administration and 3 in personal service. During 1962's second quarter, 15 employees lost their lives in this industry: 12 in public administration, 2 in personal service and 1 in laundering.

Grouping by Causes

An analysis of the causes of the 235 fatalities during the third quarter of 1962 shows that 61 (26 per cent) were under the heading "collisions, derailments, wrecks, etc.". Of these, 28 involved automobiles and trucks, 12 involved tractors and loadmobiles, 10 involved aircraft, 9 involved water craft and 2 involved other transport agencies.

Fifty-four fatalities were under the heading "struck by" different objects. Of these, 42 were in the category "other objects," 6 were the result of being struck by "tools, machinery, cranes, etc." and 6 were caused by "moving vehicles."

Forty-two fatalities were caused by "falls and slips"; all but three were the result of falls to different levels.

Twenty-eight fatalities were caused by being "caught in, on or between." Of these, 8 involved tractors and loadmobiles, 5 involved machinery, 4 involved hoisting or conveying apparatus, 3 involved automobiles and trucks, 2 each involved buildings and structures, and belts, pulleys, chains, lines, etc., and 1 each involved mine and quarry cars, trains and other railway vehicles, miscellaneous vehicles and crafts and miscellaneous objects.

By Province and Month

By province of occurrence, the largest number of fatalities, 74, occurred in Ontario. It was followed by British Columbia with 59 and Alberta with 26.

During the quarter under review, there were 87 fatalities in July, 83 in August and 65 in September.

Pan-Pacific Seminar on Vocational Rehabilitation of the Disabled

Week-long conference in Philippines has as its theme, "Self-Respect through Employment." Canada's National Co-ordinator of Civilian Rehabilitation was co-chairman of planning committee. Rehabilitation conference in Mexico City

"Self-Respect Through Employment" was the theme of the Pan-Pacific Seminar on Vocational Rehabilitation of the Disabled, held in Manila, the Philippines, during November 1962. The conference was sponsored by the World Commission on Vocational Rehabilitation in co-operation with the Philippine Government and interested organizations.

The objectives of the conference were:

1. To stress the ultimate aim of vocational rehabilitation: the employment of disabled persons in economically useful and productive positions;
2. To examine methods of preparation for employment of disabled persons through on-the-job training, special education and special vocational training centers;
3. To study the feasibility of pre-vocational programs for disabled persons;
4. To examine the role, functions, qualifications and training of vocational counsellors in the vocational rehabilitation setting;
5. To study practical methods in the development of work habits;
6. To examine existing national programs which are designed to stimulate community efforts in employment of the disabled;
7. To study means of utilizing existing international services for the development of local and national vocational rehabilitation programs.

Nations participating in the conference included Australia, Burma, Ceylon, Republic of China, Korea, Federation of Malaya, New Zealand, Pakistan, Hong Kong, India, Indonesia, Japan, Philippines, Thailand, United States and Vietnam.

The keynote address was given by Dr. Aleksander Hulek, Rehabilitation Officer, Social Welfare Administration, United Nations. Donald V. Wilson, Secretary-General, International Society for Rehabilitation of the Disabled, spoke on "The Role, Functions, Qualifications and Special Training of the Vocational Counsellor in the Vocational Rehabilitation Setting". John A. Nesbitt, Director of the World Commission on Vocational Rehabilitation, was in attendance.

Participants in the program included P. J. Trevethan of Goodwill Industries in the United States; Paul Scher, Executive Director of the Governor's Committee on Employment of the Handicapped, Illinois; and Mrs. Ester Peterson, Assistant Secretary of Labor, U.S. Department of Labor; and rehabilitation experts from participating countries. Papers on "International Teamwork in Vocational Rehabilitation" were presented by representatives of international bodies.

Victor Baltazar, Supervisor, Office of Vocational Rehabilitation, Philippines, and a member of the World Commission on Vocational Rehabilitation, shared the chairmanship of the planning committee with Ian Campbell, National Co-ordinator, Civilian Rehabilitation, Canada. Mr. Campbell, who is Chairman of the World Commission, was unable to attend the conference.

Inter-American Conference on Rehabilitation

The fifth Inter-American Conference on Rehabilitation sponsored by the International Society for Rehabilitation of the Disabled was held in Mexico City in conjunction with the fourth National Congress for the Rehabilitation of the Physically Disabled. The meeting continued for a full week.

H. H. Popham of Ottawa, President of the International Society, spoke on the program of the International Society and its aim to make it possible, through a world-wide network of voluntary organizations, for every disabled person to eliminate or reduce his impairment with the help of medical, social, educational and vocational services so that he might assume his rightful place in the community.

Dr. Conrad Zuckerman, Mexican Under-Secretary of Health and Welfare, noted that it is not enough to keep a man from dying. He must be enabled to take his rightful place in the world of work and assume his rights and responsibilities of citizenship. This is a new concept in Mexico, where it has been the custom for society to take care of disabled persons but now society endeavours to train the disabled individual to care for himself.

Preparation for Retirement

Purpose for living is most essential need of retired people; another important requisite is sufficient income. Both these requirements call for preparation, planning for retirement, says Chief of Department's Division on Older Workers

A purpose for living is perhaps the most essential need of retired people, H. L. Douse, Chief of the Division of Older Workers of the Department of Labour, said in an address last month to a church men's association in Ottawa.

Another important requisite was a sufficient income. "Without it no one can feel independent, and a feeling of independence is another essential ingredient," he said.

The speaker emphasized the importance of planning and preparing for retirement. In particular, people should plan to meet two changes that required a considerable amount of adjustment, he said. These were: the loss of the accustomed occupation, and, in most cases, a reduction in income.

Regarding the first, he said development in a person's later years of a purpose for living was a challenge that must be met by everyone individually according to his needs and desires. "Because we are all individuals, no set formula or pattern can be applied to retirement; we can only generalize."

For some, the answer might lie in continuing to work as long as they were physically and mentally capable of doing so. Since many persons derived their greatest satisfaction from their daily work, compulsory retirement for them might be a tragedy unless they could find another occupation that brings them the same satisfaction. There were some who could find the satisfaction they needed in the pursuit of a hobby, or even in another occupation. But there were people "who could never be happy or contented breaking completely with their regular occupations."

No less an authority than Dr. Wilder Penfield, the eminent neuro-surgeon, the speaker pointed out, had advocated the development of a second career; he had himself set an example by becoming a novelist.

Mr. Douse suggested that there was much church and social work to be done that for some older people offered an opportunity to help others and to find an interest for themselves.

But "the very act of deciding for yourself what is best for you is itself a challenge—a challenge to your imagination, your powers of self-analysis, and your judgment," Mr. Douse said.

Referring to the provision of income for retirement, the speaker said that if older workers can continue in steady employment "during the vital years from age 40-65 they are more likely to reach retirement with adequate economic resources." In the Branch of which his Division is a part, "We have, therefore, concentrated on efforts to remove age discrimination in employment against middle-aged and older workers," by urging employers to retain employees according to "capability and qualifications without regard to age, and to remove unnecessary upper age limits in their hiring policies."

Mr. Douse suggested that for those who knew that they would have a smaller income after retirement it was a good plan to submit to voluntary retrenchment of expenditure for a few years before retirement. This had the double advantage of helping people to get used to spending less before they were actually obliged to do so, and also of allowing them to add to their savings.

Government's Hiring Policy

Mr. Douse said that besides appealing to private employers, the federal Government had set an example in its own hiring policy. The Civil Service Commission had announced in November that more men and women of 40 years of age or over are joining the Civil Service every year. In 1961, 28.4 per cent of all appointments to the Service were in this age group, compared with 20 per cent in 1958 and 26.8 per cent in 1960.

In the clerical and related classes, persons over 40 represented 23.5 per cent of all new appointments; in administration and inspection, 42.1; in technical and professional, 11.2; and in the manual, maintenance and service classes, 37.19 per cent.

The Commission pointed out that there are now very few age limits for entrance to the public service. Those that once applied to clerks and other large groups were abolished some time ago. Those that remain apply to training classes such as Foreign Service Officer, and classes where physical fitness is of prime importance, such as Firefighter.

University Enrolment of Canadian Women

Faculty in which a girl enrolls gives clue to her choice of future occupation
Comparison of 1960-61 university enrolment with that in 1950-51 shows that girls continue to prepare for traditional women's occupations: teacher, nurse

In so far as university enrolment by faculties is a clue to the professional distribution of women in the labour force, the table below suggests slight if any changes in the immediate future. Over the years of this century, the proportion of all working women who are engaged in professional services has remained at about 14 per cent, and nurses and teachers consistently have accounted for the majority.

A comparison of the enrolment of 1960-61 with that a decade earlier shows that women students in education, preparing for the teaching profession, have multiplied both in numbers and as a percentage of the total, and still form the largest group. The only other significant increase is in pharmacy, where in 1960-61 women made up 21.6 per cent of the total compared with 11.6 per cent in 1950-51. Other proportional as well as numerical increases occurred in dentistry, law, medicine and veterinary science, but were too slight to affect occupational distribution appreciably.

Nor at the post high school, non-university level of education are there marked changes in the employment of girls. The

Dominion Bureau of Statistics reports that, in October 1962, out of an enrolment of 11,797 in publicly operated schools at this level, only 593 or 4.1 per cent were girls.

The majority of these were aiming toward the more traditional fields of women's work: secretarial science, home economics and interior decorating. There were 30 in journalism and 23 in "radio and television arts." Business claimed a smaller number, who were in accountancy, merchandising, hotel or business administration. Some 62 were enrolled in medical and industrial laboratory technology. Except for two in draughting technology, the only others who had ventured into courses requiring specific background in mathematics and science were three in electronic technology and four in industrial chemistry.

Many explanations may be advanced for the predominance of traditional choices in women's occupational outlook. Perhaps most women are happier in the more accepted fields.

Nevertheless it is pertinent to ask whether girls are made aware of other occupations or even the new possibilities in fields in which women have always worked.

UNDERGRADUATE ENROLMENT OF WOMEN IN CANADIAN UNIVERSITIES

(SOURCE: Higher Education Section of Education Division, Dominion Bureau of Statistics)

Faculty	1950-1951		1960-1961	
	Number of women	Women as percentage of total	Number of women	Women as percentage of total
Arts.....	7,269	28.2	13,034	30.9
Science (some in arts excluded).....	669	16.5	1,401	17.0
Agriculture.....	76	4.5	68	3.0
Architecture.....	28	4.2	17	2.2
Commerce.....	333	9.7	473	7.2
Dentistry.....	6	.6	48	4.5
Education.....	941	41.7	5,114	48.0
Engineering.....	19	.2	66	.4
Law.....	96	3.9	127	5.1
Medicine.....	274	6.2	401	9.4
Pharmacy.....	170	11.6	395	26.6
Veterinary Science.....	12	2.4	25	5.3

COLLECTIVE BARGAINING REVIEW

Collective Bargaining, Fourth Quarter, 1962

During the fourth quarter of 1962, collective bargaining in Canada led to the signing of 51 major agreements covering approximately 76,000 employees. Among the new agreements negotiated during the period were contracts applying to employees in the iron and steel products, brewing, rubber, glass, transportation equipment and pulp and paper industries. Other major agreements were signed by employers in railway, truck, urban and water transportation, grain storage, telephone communications, gas and electric power distribution and metal mining. Extensive collective bargaining went forward during the quarter in the logging industry in Quebec and Ontario, where five major contracts were signed and eight agreements were under negotiation by the end of December.

All but four of the major agreements negotiated during the period included general wage increases. The settlements granting no increases in basic wages, however, provided for improvements in such areas as premium pay, vacations, pensions, group life insurance, weekly indemnities, cost-of-living adjustments and employer contributions to welfare plans.

In the last three months of 1962, the **Steelworkers** negotiated five major settlements. Three of these were with manufacturers of iron and steel products and two covered approximately 1,000 miners in Quebec.

In October, the Steelworkers completed negotiations for a two-year master agreement covering both hourly and salaried employees of **Continental Can** in Canada and the United States. In Canada, this agreement applies to production and maintenance workers, office and technical staffs at the company's plants in Toronto, Chatham and Vancouver. Besides wage increases totalling 6 cents an hour for hourly employees and \$2.40 a week for salaried personnel, this contract provides for pension benefits of \$3.25 a month per year of credited service, 50 cents more than the previous formula, and a \$2 increase in the disability pension, raising benefits to \$5 a month per year of service.

The company's S.U.B. plan is also amended so that weekly unemployment

benefits might reach a maximum of \$76 instead of the previous \$50 for a worker with four dependants. Furthermore, employees who work anytime during a week are to be entitled to 32 hours pay. Other provisions in the agreement, such as preferential hiring rights at other company plants, relocation allowances for employees with ten or more years of service and early pensions for employees whose age plus length of service total 80, are to be applicable in the event of plant shutdowns.

An outstanding feature of the Continental Can settlement is a plan, taking effect in 1964, that will allow a three-months leave of absence with pay for employees with 15 or more years of service and thereafter at five-year intervals.

At Lachine and Longue Pointe, Que., the Steelworkers reached a two-year settlement with **Dominion Bridge** which grants no general wage increase but provides for improvements in welfare and insurance benefits as well as double time for hours worked in excess of 12 a day. A two-year agreement signed by the union with **General Steel Wares** and its subsidiary **Easy Washing Machine Company** grants a total wage increase of 7 cents an hour to employees in London, Toronto and Montreal; under this agreement the employer and employees are each to contribute 3 cents an hour toward group insurance and pension plan improvements.

In the mining industry, the Steelworkers concluded three-year agreements with **Nor-metal Mining** and **Queмонт Mining** in Quebec on terms similar to those negotiated with Noranda Mines last September. The agreements grant two annual wage increases of 2½ per cent and incorporate a wage increase of at least 5 cents an hour given by the companies prior to settlement.

In mid-October, the Ontario Labour Relations Board certified the Steelworkers as bargaining agent for approximately 15,000 employees of the **International Nickel Company** at Sudbury who had hitherto been represented by the **Mine, Mill and Smelter Workers**. Certification was granted by a two-to-one decision of the Board, the dissenting member contending that the Steel-

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

workers had violated a no-propaganda regulation within 72 hours of a pre-hearing representation vote conducted last February.

The Steelworkers opened negotiations at Sudbury on October 25 and presented proposals similar to those already under consideration at the company's Port Colborne refinery, where the union had displaced the Mine, Mill and Smelter Workers in December 1961. In November, the management and the union agreed to include the Port Colborne union representatives in the Sudbury talks. According to newspaper reports, the Steelworkers' proposals included job and income security measures such as an S.U.B. plan, severance pay, improvements in the pension plan and a proposal to change the seniority structure to facilitate movement of employees from one Inco division to another.

At **Falconbridge Nickel Mines**, where active bargaining had been suspended during the Steelworkers' campaign to enroll the company's employees, the **Mine, Mill and Smelter Workers** opened negotiations in October to renew a contract that had expired on March 31, 1962. This followed the Steelworkers' withdrawal in July of their application for bargaining rights.

In the brewing industry, the **Brewery Workers** and **Dow Brewery** signed a new agreement covering approximately 800 employees in Montreal and Quebec City. The settlement included terms along the pattern set by the union and the brewing industry in Ontario earlier in the year. In addition to hourly wage increases of 6 cents retroactive to January 1962, 8 cents effective January 1963 and 8 cents to be granted a year later, the company agreed to adopt an S.U.B. plan providing weekly benefits of \$45 in the first year of the agreement, \$46 in the second year and \$47 in the third year for single employees (\$55, \$56 and \$57 for married employees), payable for 10 to 52 weeks, depending on length of service.

Molson's Brewery agreed to raise wages by 7½ per cent for about 1,000 employees in Montreal represented by the **Molson's Employees Association**. This increase, retroactive to January 1962, was negotiated in accordance with a wage reopener in an existing three-year contract that will expire September 29, 1963.

A strike of more than 1,000 employees in the tire manufacturing industry was averted in October when the **Rubber Workers** and **Dominion Rubber** reached a settlement at Kitchener, Ont. Negotiations had been in progress since February. The union was seeking a wage increase of 6 cents an hour, improved seniority provisions and a reduction in the qualifying period for four

weeks vacation from 25 to 22 years of service. During the summer, a conciliation board heard presentations from the parties and released a majority report suggesting that the parties further examine every possible area for settlement. The union nominee on the board recommended a wage increase of 5 cents an hour for one year, which was the pattern followed by other rubber manufacturers in 1962. Talks continued after a strike vote and produced a one-year agreement giving no wage increases but providing for four weeks vacation after 22 years of service. Accompanying this contract was a three-year supplemental agreement that provides for a supplementary pension payable between ages 65 and 70, a higher basic pension, increases in group life insurance for employees active and retired, higher S.U.B. and the establishment of a separation pay plan.

Three major collective agreements were signed in the glass manufacturing industry during the quarter. Two of these contracts were negotiated at the Montreal and Hamilton plants of **Dominion Glass** by the **Glass and Ceramic Workers**. They provide for wage increases totalling 19 cents an hour over three years, an increase in the evening and night shift premiums to 7 cents and 9 cents respectively from the previous 6 cents and 8 cents, three weeks vacation after 12 years of service (after 15 years under the previous contract) and higher company contributions toward medical insurance plans.

The settlements at Dominion Glass ended work stoppages that had begun at both plants in August. At the Montreal plant, approximately 1,200 employees had been idle for eight weeks by the time a settlement was reached late in October. The union and the management at Hamilton signed a memorandum of agreement on November 1, ending an 11-week strike of 1,100 employees.

In December, another settlement in the glass industry was concluded by the **United Auto Workers** and **Duplate Canada Limited** in Oshawa. The parties agreed to a total base rate increase of 16 cents an hour over a period of three years; a 2-cent increase in shift premiums, raising the evening and night shift premiums to 10 cents and 12 cents respectively; higher group insurance and sickness and accident benefits; short work week benefits; and changes in the vacation plan.

The UAW also negotiated three major agreements in the transportation equipment industry. At Chatham, Ont., the union signed a three-year contract that provides for three annual increases of 6 cents an hour for **International Harvester** employees.

Elsewhere in the transportation equipment industry, a 28-month agreement that averted a threatened strike was concluded with **Canadian Car** at Fort William, Ont. Although no general wage increase is granted under this agreement, provision is made for certain classification adjustments and a change in the cost-of-living allowance formula that will add approximately 2 cents an hour to current wages. Moreover, the company's pension plan is to be non-contributory, with benefits amounting to \$2 a month per year of service. Canadian Car also agreed to pay the anticipated increase in P.S.I. premiums and to make larger contributions toward a hospital, life insurance and sickness and accident plan.

In December, the United Auto Workers concluded an agreement of 30 months duration with **Canadian Acme Screw and Gear, Monroe Acme, Galt Machine and Maremont Acme** at Toronto. Under this contract, wage increases total 11 cents an hour for male day workers, 13 cents an hour for female day workers and 15 cents an hour for skilled trades. Other provisions include an increase in group life insurance to \$3,500 from the previous \$2,800 for male employees—coverage remains at \$1,000 for female workers—and a weekly indemnity increase from \$30 to \$40.

By December, the last four major collective agreements in the pulp and paper industry in Quebec and Ontario that had expired in 1962 were renewed. Two of the settlements were negotiated by the **Pulp and Paper Workers' Federation (CNTU)** in Quebec. The union signed a two-year agreement with **Consolidated Paper** at Port Alfred providing for a wage increase of 5 cents an hour, additional classification adjustments and a wage reopener in the second year of the contract. The other agreement, negotiated with **Domtar Pulp and Paper (Craft and Box Board Division)** at East Angus, raises wages by 4 cents an hour. This contract is to be for a term of 20 months but contains the proviso that such additional monetary items as will be negotiated with Canada Paper in the coming months will be applied to Domtar employees at East Angus.

The other two settlements in the pulp and paper industry were negotiated by the **Paper Makers** and the **Pulp and Paper Mill Workers**, who signed one-year agreements with **Consolidated Paper** at Grand'Mere, Que., where wages are to rise by 5 cents an hour, and with **Dryden Paper, Dryden, Ont.**, which agreed to a wage increase of 4 cents an hour.

In three of the pulp and paper industry agreements, afternoon and night shift premiums were increased to 7 cents and 10 cents

respectively and two agreements reduced the qualifying period for four weeks vacation from 25 to 23 years of service.

On October 27, the **Brotherhood of Railroad Trainmen** and the **CPR** reached a settlement two days before a strike deadline set by the union earlier in the month. R. A. Emerson, CPR Vice-President, had stated that a walkout by the Trainmen would immediately halt all traffic and would mean the layoff of 60,000 other CPR employees. As the strike date approached, the company issued layoff notices to its employees. The company and the union continued negotiations, however, and the CPR offered to increase wages by 8 per cent over 31 months and to adopt the majority recommendations concerning work rules made by the conciliation board. The union believed that the proposed changes in work rules would cost some of its members more than they would gain through the wage increase and that amendments to work rules should be negotiated individually. Negotiations went forward with the assistance of a mediator, W. H. Dickie, and resulted in a 31-month agreement similar to that concluded by the Trainmen and the CNR last May. Under the contract, the wages of approximately 6,000 CPR conductors, brakemen, yardmen and switch tenders are to be increased by 8 per cent in five steps and the qualifying period for four weeks vacation is to be reduced to 25 from 35 years of service. As to changes in work rules, 16 recommendations of the conciliation board are to be implemented in full, two were accepted with some modification and one is to be resolved at a later date.

Five major agreements covering nearly 5,000 workers were concluded elsewhere in the transportation industry and related sectors. In British Columbia, the **Street Railway Employees** negotiated a two-year contract providing for two annual wage increases of 7 cents an hour for 2,000 transit employees of the **B.C. Hydro and Power Authority**.

The **Railway Clerks** signed two major contracts during the quarter. One agreement, with several elevator companies at Fort William and Port Arthur, Ont., provides for annual wage increases of 2½ per cent over two years, raising the labourer's rate by 11 cents an hour. The union also signed a three-year agreement with the **National Harbours Board** in Montreal that grants a total general wage increase of 18 cents an hour and classification adjustments ranging from 2 cents an hour for labourers to 7 cents an hour for snow plough operators.

A three-year contract applying to employees of trucking companies in northern

Ontario was signed by the **Teamsters**. The companies agreed to increase wages by 23 to 25 cents an hour and to increase company contributions toward health and welfare insurance from \$8 to \$12 a month per employee. It was further agreed that the employers and employees would each make monthly contributions of \$3 in 1962, \$4 in 1963 and \$5 in 1964 toward a pension plan.

In Newfoundland, the **Railway, Transport and General Workers** signed an agreement with **Canadian National Newfoundland Steamship Service**. This agreement is for a period of five years, a longer term than any other major contract negotiated in 1962. It provides for three annual wage increases of \$9.58 a month and two annual increases of \$9.57 a month, raising the seaman's wage to \$284.79 a month. The total negotiated wage increase for a seaman amounts to 28 cents an hour.

During the quarter, five major agreements were concluded in the telephone communications industry. In October, **New Brunswick Telephone** and the **IBEW** signed a two-year agreement covering 550 traffic employees that raises wages by an average of 7.8 per cent in two steps and lowers the qualifying period for four weeks vacation from 35 to 31 years of service.

In November, **Bell Telephone** concluded four collective agreements that affect approximately 8,000 clerical and associated workers, nearly 500 communications sales employees, and 9,700 employees in crafts and services represented by the **Canadian Telephone Employees Association (Ind.)** and more than 8,000 telephone operators whose bargaining agent is the **Traffic Employees Association (Ind.)**. The wage increases agreed to in these settlements average approximately 3 per cent for one year. In addition, improvements were made to the vacation plan for employees who take their annual leave outside July and August. Vacations taken in July and August are to remain at two weeks after one year of service, three weeks after 15 years of service and four weeks after 30 years of service.

Other negotiations in this industry went forward between the **IBEW** and **Alberta Government Telephones** and **Maritime Telegraph and Telephone**, and between the

Communications Workers and Saskatchewan Government Telephones.

Major settlements reached during the quarter in the gas and power industry affected approximately 3,000 employees. In Ontario, **Consumers' Gas** and the **Chemical Workers** signed a three-year agreement providing for wage increases totalling 19 cents an hour and an increase in group life insurance to \$5,000 from the previous \$3,000. Joint negotiations in the Alberta natural gas industry produced a one-year agreement between two Employees Associations and **Canadian Western Natural Gas** and **Northwestern Utilities**, with no provision for a wage increase. In Quebec, a wage increase of 14 cents an hour was negotiated by the Employees Association of **Shawinigan Water and Power** under a wage reopener clause in the existing contract, due to expire in October 1963.

In the last three months of 1962, collective bargaining was extensive in the logging industry in Quebec and Ontario, where major agreements applying to approximately 14,000 workers were under negotiation. In Quebec, nearly 5,700 loggers were affected by five settlements. Two of these were concluded by the **Pulp and Paper Workers' Federation (CNTU)** and **Consolidated Paper**; they are of two years duration and provide for a general wage increase of 8 cents an hour, classification adjustments and increases in piece rates.

The **Bush Workers'** section of the **Farmers' Union** in Quebec negotiated a three-year contract that gives three annual wage increases of 4 per cent to **Price Brothers'** employees, and a two-year agreement embodying wage increases of 3 to 6 per cent with **John Murdock**. In December, the union signed a contract of 15 months duration with **Domtar Newsprint (Woodland Division)** providing for wage increases of 10 to 35 cents an hour. Included in these settlements were increases in piece rates.

In Ontario, the **Carpenters (Lumber and Sawmill Workers)** were bargaining on behalf of 8,000 woods employees of several pulp and paper companies. Negotiations had begun in August and September. The largest bargaining unit, that of **Abitibi Power and Paper**, was nearing a settlement in December.

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During January, February and March (except those under negotiation in December)

Company and Location	Union
Atomic Energy of Canada, Chalk River & Deep River, Ont.	Atomic Energy Allied Council (AFL-CIO/CLC)
B.C. Hydro & Power Authority	I.B.E.W. (AFL-CIO/CLC)

Company and Location

CBC, company-wide	.....
CBC, company-wide	.....
Cdn. British Aluminum, Baie Comeau, Que.	.....
Consumers Glass, Toronto, Ont.	.....
Dairies (various), Vancouver & New Westminster, B.C.	.....
Fairey Aviation, Eastern Passage, N.S.	.....
Firestone Tire & Rubber, Hamilton, Ont.	.....
Goodyear Tire & Rubber, New Toronto, Ont.	.....
Hamilton City, Ont.	.....
Hamilton City, Ont.	.....
Lever Bros., Toronto, Ont.	.....
Manitoba Telephone	.....
Manitoba Telephone	.....
Manitoba Telephone	.....
Moirs Ltd. & Moirs Sales, Halifax, N.S.	.....
Miramichi Lumber, Chatham Industries & others, Miramichi ports, N.B.	.....
New Brunswick Power Commission, province-wide	.....
Noranda Copper & Brass, Montreal, Que.	.....
Quebec North Shore Paper, Baie Comeau, Franquelin & Shelter Bay, Que.	.....
Royal Alexandra Hospital, Edmonton, Alta.	.....
St. Boniface General Hospital, St. Boniface, Man.	.....
Saskatchewan Government	.....
Silverwood Dairies, Toronto, Ont.	.....
Stanrock Uranium Mines, Elliot Lake, Ont.	.....
Telegram Publishing, Toronto, Ont.	.....
Winnipeg City, Man.	.....

Union

Broadcast Empl. (AFL-CIO/CLC)
Radio & T.V. Empl. (ARTEC) (Ind.)
Metal Trades' Federation (CNTU)
Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Teamsters (Ind.)
Machinists (AFL-CIO/CLC)
Rubber Wkrs. (AFL-CIO/CLC)
Rubber Wkrs. (AFL-CIO/CLC)
Public Empl. (CLC) (office empl.)
Public Service Empl. (CLC) (outside empl.)
Chemical Wkrs. (AFL-CIO/CLC)
Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
I.B.E.W. (AFL-CIO/CLC) (electrical craft empl.)
I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Teamsters (Ind.) & Bakery Wkrs. (CLC)
Miramichi Trades & Labour (Ind.)
I.B.E.W. (AFL-CIO/CLC)
Empl. Assn. (Ind.)
Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Public Empl. (CLC)
Empl. Union of Hospital Institutions (Ind.)
Sask. Govt. Empl. Assn. (Ind.) (labour service empl.)
Retail, Wholesale Empl. (AFL-CIO/CLC)
Steelworkers (AFL-CIO/CLC)
Newspaper Guild (AFL-CIO/CLC)
Public Service Empl. (CLC)

Part II—Negotiations in Progress During December

Bargaining

Company and Location

Alberta Government Telephones	.....
American Can, Hamilton, Simcoe, Ont. & Montreal, Que.	.....
Asbestos Corp. & others, Thetford Mines, Que.	.....
Assn. des Marchands Détaillants, Quebec & district, Que.	.....
B.A. Oil, Clarkson, Ont.	.....
B.C. Hotels Assn., New Westminster, Burnaby, Fraser Valley, B.C.	.....
B.C. Hotels Assn., Vancouver, B.C.	.....
B.C. Hydro & Power Authority	.....
B.C. Hydro & Power Authority	.....
Breweries (various), Winnipeg, Man.	.....
Bristol Aero-Industries, Winnipeg, Man.	.....
C.P.R., system-wide	.....
Calgary City, Alta.	.....
Calgary City, Alta.	.....
Calgary General Hospital, Calgary, Alta.	.....
Calgary Power & Farm Electric Services, Alta.	.....
Canada & Dominion Sugar, Montreal, Que.	.....
Canadair, St. Laurent, Que.	.....
Cdn. Industries, Brownsburg, Que.	.....
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	.....
Continental Can, St. Laurent, Que.	.....
David & Frere, Montreal, Que.	.....
DeHavilland Aircraft, Toronto, Ont.	.....
Dominion Coal, Glace Bay, N.S.	.....
Dominion Steel & Coal (Cdn. Bridge), Walkerville, Ont.	.....
Dominion Steel & Coal, Sydney, N.S.	.....
Dominion Steel & Coal, Trenton, N.S.	.....
Donohue Bros., Clermont, Que.	.....
Eastern Canada Stevedoring, Halifax, N.S.	.....
Eastern Canada Stevedoring & two others, Toronto, Ont.	.....
Edmonton City, Alta.	.....
Falconbridge Nickel, Falconbridge, Ont.	.....

Union

I.B.E.W. (AFL-CIO/CLC) (plant empl.)
CLC-chartered local
Mining Empl. Federation (CNTU)
Metal Trades' Federation (CNTU) (garage empl.)
Oil Wkrs. (AFL-CIO/CLC)
Hotel Empl. (AFL-CIO/CLC)
Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
I.B.E.W. (AFL-CIO/CLC)
Office Empl. (AFL-CIO/CLC)
Brewery Wkrs. (AFL-CIO/CLC)
Machinists (AFL-CIO/CLC)
Trainmen (AFL-CIO/CLC) (dining car staff)
Public Empl. (CLC) (inside empl.)
Public Empl. (CLC) (outside empl.)
Public Empl. (CLC)
Empl. Assn. (Ind.)
Bakery Wkrs. (CLC)
Machinists (AFL-CIO/CLC)
Mine Wkrs. (Ind.)
Clothing Wkrs. Federation (CNTU)
CLC-chartered local
Empl. Assn. (Ind.)
Auto Wkrs. (AFL-CIO/CLC)
Mine Wkrs. (Ind.)
Steelworkers (AFL-CIO/CLC)
Steelworkers (AFL-CIO/CLC)
Steelworkers (AFL-CIO/CLC)
Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Railway Clerks (AFL-CIO/CLC)
I.L.A. (AFL-CIO/CLC)
Public Empl. (CLC) (outside empl.)
Mine, Mill & Smelter Wkrs. (Ind.)

Company and Location	
H. J. Heinz, Leamington, Ont.	
Hospitals (4), Trois Rivières, Que.	
Iron Ore of Can., Nfld. & Que.	
Manitoba Rolling Mill, Selkirk, Man.	
Maritime Tel. & Tel. & Eastern Electric, company-wide	
Maritime Tel. & Tel., company-wide	
Men's Clothing Mfrs. Assn., Toronto, Ont.	
Millinery Mfrs. Assn., Montreal, Que.	
Montreal City, Que.	
Montreal City, Que.	
Montreal City, Que.	
Northern Electric, Belleville, Ont. & Montreal, Que.	
Northern Electric, Montreal, Que.	
Old Sydney Collieries, Sydney Mines, N.S.	
Saint John Shipbuilding & Dry Dock, Saint John, N.B.	
Saskatchewan Government Telephone	
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask.	
Shell Oil, Montreal East, Que.	
Shipping Federation, Halifax, N.S., Saint John, N.B., Montreal, Quebec & Three Rivers, Que.	
TCA, Canada-wide	
Toronto General Hospital, Toronto, Ont.	
Toronto Star, Toronto, Ont.	
Vancouver Board of Police Commissioners, Vancouver, B.C.	
Vancouver City, B.C.	
Vancouver City, B.C.	
Vancouver City, B.C.	
Vancouver General Hospital, Vancouver, B.C.	
Wabasso Cotton, Welland, Ont.	
Winnipeg General Hospital, Winnipeg, Man.	

Union	
Packinghouse Wkrs. (AFL-CIO/CLC)	
Service Empl. Federation (CNTU)	
Steelworkers (AFL-CIO/CLC)	
Steelworkers (AFL-CIO/CLC)	
I.B.E.W. (AFL-CIO/CLC) (plant empl.)	
I.B.E.W. (AFL-CIO/CLC) (traffic empl.)	
Amalgamated Clothing Wkrs. (AFL-CIO/CLC)	
Hatters (AFL-CIO/CLC)	
Fire Fighters (AFL-CIO/CLC)	
Public Service Empl. Fed. (CNTU) (inside empl.)	
Public Service Empl. (CLC) (outside empl.)	
Empl. Assn. (Ind.) (plant empl.)	
Office Empl. Assn. (Ind.)	
Mine Wkrs. (Ind.)	
Various unions	
Communications Wkrs. (AFL-CIO/CLC)	
CLC-chartered local & Public Service Empl. (CLC)	
Empl. Council (Ind.)	
I.L.A. (AFL-CIO/CLC)	
Machinists (AFL-CIO/CLC)	
Building Service Empl. (AFL-CIO/CLC)	
Newspaper Guild (AFL-CIO/CLC)	
B.C. Peace Officers (CLC)	
Civic Empl. (Ind.) (outside empl.)	
Fire Fighters (AFL-CIO/CLC)	
Public Empl. (CLC) (inside empl.)	
Public Empl. (CLC)	
United Textile Wkrs. (AFL-CIO/CLC)	
Public Empl. (CLC)	

Conciliation Officer

Bldg. mtce. & window cleaning contractors, Vancouver, B.C.	Bldg. Service Empl. (AFL-CIO/CLC)
Burnaby District, B.C.	Public Empl. (CLC)
Cdn. Lithographers' Assn., Eastern Canada	Lithographers (Ind.)
Council of Printing Industries, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
International Nickel, Sudbury, Ont.	Steelworkers (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Kimberly-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
St. Lawrence Corp., Nipigon, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)

Conciliation Board

Abitibi Power & Paper, northern Ontario	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
B.C. Shipping Federation, various ports	Longshoremen & Warehousemen (CLC)
Hotel Chateau Laurier (C.N.R.), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Empress (C.P.R.), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Northern Electric (western region), Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)

Post-Conciliation Bargaining

International Nickel, Port Colborne, Ont.	Steelworkers (AFL-CIO/CLC)
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Arbitration

Hospitals (11), Montreal & district, Que.	Service Empl. Federation (CNTU)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)

Company and Location	Union
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)
Work Stoppage	
Que. Iron & Titanium, Sorel, Que.	Metal Trades' Federation (CNTU)
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local

Part III—Settlements Reached During December 1962

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

CDN. ACME SCREW & GEAR, MONROE ACME, GALT MACHINE & MAREMONT ACME, TORONTO, ONT.—AUTO WKRS. (AFL-CIO/CLC): 30-mo. agreement covering 800 empl.—settlement pay of \$20 prorated; wage increases of 6¢ an hr. eff. Nov. 16, 1962 and 5¢ an hr. eff. Nov. 16, 1963 for male day wkrs.; wage increases of 8¢ an hr. eff. Nov. 16, 1962 and 5¢ an hr. eff. Nov. 16, 1963 for female day wkrs.; base rate increase of 5¢ an hr. eff. Nov. 16, 1962 for male and female incentive wkrs.; wage increases of 10¢ an hr. eff. Nov. 16, 1962 and 5¢ an hr. eff. Nov. 15, 1963 for skilled trades; 5¢ of 7¢ cost-of-living allowance incorporated into wage rates; base for operation of cost-of-living allowance formula (1¢ for each .6 point change in consumer price index) raised to 129.6 (formerly 127.2); off-shift premium increased to 9¢ (formerly 8¢); company-paid group life insurance increased to \$3,500 (formerly \$2,800) for male empl., unchanged at \$1,000 for female empl.; company-paid weekly indemnity insurance increased to \$40 a wk. (formerly \$30 a wk.) with maximum benefit period remaining at 26 wks.; bereavement pay of up to 3 days for death in immediate family if employee attends funeral; jury duty pay introduced; general labourer's rate after Nov. 16, 1963 will be \$2.02 an hr.

CDN. COPPER REFINERS, MONTREAL, QUE.—METAL REFINING WKRS. UNION (IND.): 3-yr. agreement covering 1,000 empl.—general wage increases of 5¢ an hr. eff. Dec. 3, 1962, 4¢ an hr. eff. Dec. 3, 1963 and 4¢ an hr. eff. Dec. 3, 1964; evening and night shift premiums increased to 8¢ and 11¢ respectively (formerly 7¢ and 9¢); Sunday premium increased to 15¢ an hr. (formerly 10¢ an hr.) for straight-time work.

DOMTAR NEWSPRINT (WOODLAND DIV.), DOLBEAU, QUE.—BUSH WKRS., FARMERS' UNION (IND.): 15-mo. agreement covering 800 empl.—wage increases of 10¢ to 35¢ an hr. eff. Dec. 17, 1962; piece rate increase of \$1.40 a cord eff. Dec. 17, 1962; time and one half after 54 hrs. of work per wk.; log drivers to receive time and one quarter after 9 hrs. of work per day and time and one half after 54 hrs. of work per wk.; union shop; labourer's rate \$1.25 an hr.

DOMTAR PULP & PAPER (FORMERLY ST. LAWRENCE CORP.), EAST ANGUS, QUE.—PULP & PAPER WKRS. FEDERATION (CNTU): 20-mo agreement covering 500 empl.—general wage increase of 4¢ an hr. and nearly 20 classification adjustments eff. Jan. 1, 1963; 3 floating holidays (formerly 2 floating holidays); 4 wks. vacation after 23 yrs. of service (formerly after 25 yrs.); employer to contribute 50¢ a mo. additional to sickness insurance plan; contract provides that monetary items yet to be negotiated by Canada Paper in May 1963 will be applied to this agreement.

DRYDEN PAPER, DRYDEN, ONT.—PAPER MAKERS (AFL-CIO/CLC) & PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 700 empl.—general wage increase of 4¢ an hr. eff. Jan. 1, 1963; evening and night shift premiums increased to 7¢ and 10¢ respectively (formerly 6¢ and 9¢); 4 wks. vacation after 23 yrs. of service (formerly after 25 yrs.).

DUPLETTE CANADA, OSHAWA, ONT.—AUTO WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 600 empl.—wage increases of 4¢ an hr. eff. Sept. 6, 1962, 6¢ an hr. eff. Sept. 6, 1963 and 6¢ an hr. eff. Sept. 6, 1964; wage increases of 12¢ to 15¢ an hr. for skilled tradesmen; 8¢ of cost-of-living allowance incorporated into wage rates; evening and night shift premiums increased to 10¢ and 12¢ respectively (formerly 8¢ and 10¢); 4 hrs. off with pay prior to Christmas and New Year's Day supersedes Civic Holiday; time and one half for work performed on Civic Holiday and double time plus 1 day's pay (previously time and on half plus 1 day's pay) for work performed on other paid holidays; 1 wk. vacation with 2% of annual earnings maintained for empl. with less than 3 yrs. of service; 2 wks. vacation with 4% of annual earnings after 3 yrs. of service and 5% of annual earnings after 8 yrs. of service; 3 wks. vacation with 6% of annual earnings after 10 yrs. of service (formerly 2 wks. vacation with 4% of annual earnings after 3 yrs. of service and 3 wks. vacation with 6% of annual earnings after 13 yrs. of service); short work wk. benefit introduced; group life insurance increased to \$6,000 (formerly \$4,000); weekly indemnity increased to \$60 (formerly \$45); improvements in accident and dismemberment indemnity and pension plans; employer to pay 50% of hospital and medical insurance premiums for pensioners; 3 days' bereavement leave for death in immediate family (spouse, children and parents); maximum jury duty allowance increased to \$10 a day up to 60 days in a calendar yr. (formerly \$5 a day up to 14 days in a calendar year).

LAKEHEAD TERMINAL ELEVATORS, FORT WILLIAM & PORT ARTHUR, ONT.—RAILWAY CLERKS (AFL-CIO/CLC): 2-yr. agreement covering 1,100 empl.—wage increases of 2½% eff. Jan. 1, 1963 and 2½% of 1962 rates eff. Jan. 1, 1964; 3 wks. vacation after 10 yrs. of service (formerly after 15 yrs.); provision for 1 wk. additional for vacations taken in Jan., Feb., and March deleted from agreement; employers continue to pay 50% of medical and hospital insurance premiums, with upper limit of \$6.90 a mo. removed; labourer's rate after Jan. 1, 1964 will be \$2.14 an hr.

OTTAWA CIVIC HOSPITAL, OTTAWA, ONT.—PUBLIC EMPL. (CLC): 1-yr. agreement from Jan. 1, 1962 to Dec. 31, 1962 covering 1,250 empl.—arbitration award granting a general wage increase of \$2.75 a wk. eff. Jan. 1, 1962; for empl. hired since May 15, 1961, starting rates to be equivalent to those eff. after 6 months of service under the previous agreement; maximum rates attainable after 3 yrs. of service (formerly after 4 yrs.); Boxing Day to be a paid holiday (formerly if proclaimed by the city of Ottawa); time and one half plus holiday pay for work

(Continued on page 48)

INTERNATIONAL LABOUR ORGANIZATION

Tripartite Technical Meeting for Printing and Allied Trades

Technological changes frequently require adjustments to the number, distribution and qualifications of workers in a particular undertaking. Every effort should be made by employers and workers to find and put into effect measures that will enable workers whose jobs are changing or disappearing to continue in employment, it was suggested by the Tripartite Technical Meeting for the Printing and Allied Trades on the particular problems that arise in the printing industry in developing countries. The meeting, from November 12 to 23, was convened by the International Labour Organization. Government, employers' and workers' delegates from 18 countries participated.

The meeting believed that careful consideration should be given in each country, in the light of its economic and social circumstances, to the alternative of less expensive equipment, requiring more manual workers, as opposed to more modern equipment with fewer job opportunities.

The conclusions adopted by the meeting noted that the future growth of the printing and allied industries in developing countries will create substantial demands for skilled manpower. At the same time, modernization may cause a change in the distribution of the skills required.

Vocational training, the meeting believed, is a responsibility that should be shared by governments with the representatives of employers' and workers' organizations. Training facilities and programs should take full account of new processes and equipment which have been introduced or are likely to be introduced. The opinion was expressed that, in order to meet the changes arising from technological progress, accelerated training techniques can be useful for advanced training or for the retraining of workers who might otherwise face displacement. It is desirable, also, to develop programs for skilled workmen and technicians involving training in a foreign country.

Other conclusions concerned training in management development, choice of machinery and problems of small firms.

The meeting also adopted a series of conclusions concerning the protection of workers' health in the printing and allied trades.

In its conclusions, the meeting considered it essential that in developing countries, governments should accord a priority to the printing and allied trades and should ensure to these trades such resources and facilities of all kinds as are necessary for their development and for their modernization.

Algeria Becomes 104th ILO Member Country

Admitted to the United Nations on October 8, Algeria became a member of the International Labour Organization on October 19. The admission of Algeria brings to 104 the number of ILO member countries.

Algeria has stated that it remains bound by the obligations of 42 International Labour Conventions the provisions of which had previously been made applicable to Algeria by France.

Collective Bargaining Scene

(Continued from page 44)

performed on a paid holiday if an empl. receives no alternative day off within 40 days (formerly alternative time off only); cash allowance for up to 4 mos. accumulated sick leave to be granted to retiring employees (formerly leave equivalent to a maximum of 4 mos. accumulated sick leave was allowed immediately prior to retirement); employer to pay half of the cost of a group life insurance plan providing for a death benefit of 1½ times employees' annual wages; orderly's starting rate \$53.25 a wk.

WINNIPEG CITY, MAN.—FIRE FIGHTERS (AFL-CIO/CLC): 1-yr. agreement covering 500 empl.—wage increase yet to be negotiated with the Public Service Empl. will be applied to this agreement; service pay to be \$6 a mo. after 10 yrs. of service (formerly 10¢ a calendar day) and \$9 a mo. after 15 yrs. of service (formerly 20¢ a calendar day).

TEAMWORK in INDUSTRY

Feedback of information from employees to management is vital to the health of industry, asserts Fernand Boyer, production manager of the container division, Standard Paper Box Manufacturing Ltd., Montreal, Que. "If management doesn't have this level of contact with employees, it should run after it," he advises. "Management needs the confidence of the employee; otherwise molehills can become mountains."

There was a time when Standard's Labour-Management Committee devoted its attention primarily to production efficiency, care of equipment and associated manufacturing problems. Today the emphasis is on labour-management co-operation and communications.

Mr. Boyer stated that joint consultation had saved his firm a lot of money during the past five years but that the plant LMC's greatest contribution was the way it improved relations between employees and management.

Asked what he would recommend that management do to make joint consultation succeed, he replied: "Management must want it to succeed. Management must see to it that top brass regularly attends LMC meetings. Otherwise employees will conclude that the idea isn't important. If you want top-drawer relations, then top brass must set the pace."

Production superintendent Jean Marie Ratté believes that the man on the job can improve on anything that is put in front of him—if management will give him the opportunity. "In our experience, no matter how much management planning and foresight have gone into a new piece of plant equipment or a new production procedure, the employees most closely connected with its operation have begun suggesting improvements right away—sometimes even before the thing is installed," explained Mr. Ratté. Joint consultation at Standard Paper Box now invites the employee's point of view before, not after, plant changes have been made.

Follow-through on accepted employee proposals for alterations and innovations in equipment and procedure is persistent. When the final changes have been made, a management representative goes directly to the employee concerned and asks him: Are

you satisfied? Is it everything you wanted? Only if the employee answers "yes" to both questions is the project listed in the Labour-Management Committee minutes as "completed."

Roger Carbonneau, personnel manager at Standard Paper Box and an industrial relations graduate of the University of Montreal, told Department of Labour representatives that he would prefer to see joint consultation "advance through the example of those who practise it and are convinced of its value" rather than have it forced on Canadian industry by legislation.

Consultation and co-operation between industry's two giants would one day be universal throughout this country, he predicted. "Those individuals who resist the idea will eventually see—as we have—that joint consultation pays off not only in greatly improved labour-management relations but in dollars and cents as well. If they cannot be won over on moral grounds, they will be impelled to do so for economic reasons," said Mr. Carbonneau.

Fernand Carpentier, a truck driver with Standard Paper Box and a member of the firm's labour-management committee, stated that fear can be replaced by understanding if labour and management have some form of regular contact with each other. "We have had a few members who were afraid to attend labour-management meetings when their turn came along," he said. "But it took just one meeting to put them straight, to make them see that management was very human and understanding." Mr. Carpentier added that after this particular problem was overcome by joint consultation, a "family atmosphere" developed in the plant.

Mr. Carpentier stated there is strong union enthusiasm and support for the committee. The 200 production employees are members of the Cardboard and Corrugated Paper Workers Union (CNTU) and are represented on the LMC by seven fellow-workers—one each from the corrugator, printing, specialty, die cutting, finishing, shipping and maintenance departments. "Joint consultation is responsible for cultivating the good relations we have here—and for maintaining them," said Mr. Carpentier.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during November. The Board issued three certificates designating bargaining agents, ordered one representation vote, and rejected two applications for certification.

During the month the Board received six applications for certification, one application for revocation of certification, and allowed the withdrawal of three applications for certification.

Applications for Certification Granted

1. Truckers, Cartagemen, and Building Material Employees Local Union No. 362, General Drivers, Warehousemen and Helpers Local No. 979, General Truck Drivers Union Local No. 938, General Truck Drivers and Helpers Union Local No. 31, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Pacific Inland Express Ltd., Calgary, Alta. (L.G., Dec. 1962, p. 1386).

2. Canadian Air Line Flight Attendants' Association, on behalf of a unit of stewardesses employed by TransAir Limited, Winnipeg, Man. (L.G., Nov. 1962, p. 1283).

3. National Harbours Board Police Association, Port of Saint John, on behalf of a unit of harbour police employed by the National Harbours Board, Saint John, N.B. (L.G., Dec. 1962, p. 1387).

Representation Vote Ordered

Brotherhood of Locomotive Engineers, applicant, the New York Central Railroad Company Lessee of the Michigan Central Railroad and Sub-lessee of The Canada Southern Railway, respondent, and Brotherhood of Locomotive Firemen and Engineers, intervener (L.G., Dec. 1962, p. 1386). The Board directed that the names of the applicant and intervener be on the ballot

in the vote, which affected a unit of locomotive engineers employed by the company in the Canada Division of its Northern District (Returning Officer: T. B. McRae).

Applications for Certification Rejected

1. Seafarers' International Union of Canada, applicant, and Porter Shipping Limited, Toronto, Ont., respondent (L.G., Dec. 1962, p. 1386). The application was rejected for the reason that the Board was not satisfied that the applicant had as members in good standing a majority of the employees affected. On the evidence, at least one employee in the unit who had signed an application for membership and paid fees to the applicant in an unsuccessful application made in 1961 affecting unlicensed employees of the respondent had had his 1961 payment returned to him at the time he signed a new application for membership in support of the present application. The Board found that this method of payment does not accord with the Rules of the Board and this one instance in itself destroyed the applicant's majority.

2. International Longshoremen's and Warehousemen's Union, Local 509, Canadian Area, applicant, and Northland Terminals Co. Ltd., Vancouver, B.C., respondent (L.G., Dec. 1962, p. 1387). The application was rejected for the reason that it was not supported by a majority of the employees in the unit found appropriate for collective bargaining.

Applications for Certification Received

1. International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), Local 698,

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

on behalf of a unit of employees of Compagnie Nationale Air France, Montreal (Investigating Officer: R. L. Fournier).

2. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel of The Irving Oil Company, Saint John, N.B. (Investigating Officers: H. R. Pettigrove and R. L. Fournier).

3. Taggart Employees Association on behalf of a unit of employees of Taggart Service Limited, Ottawa, Ont., and Inaerco Limited, Perth, Ont. (Investigating Officer: G. E. Plant).

4. Teamsters, Chauffeurs, Warehousemen and Helpers Local No. 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of mail truck drivers employed by Rod Service (Ottawa) Limited, Ottawa, Ont. (Investigating Officer: G. A. Lane).

5. Seafarers' International Union of Canada on behalf of a unit of marine engineers employed by Irving Oil Company Limited, Saint John, N.B. (Investigating Officers: H. R. Pettigrove and R. L. Fournier).

6. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed by Law Quarries Transportation Limited, Port Colborne, Ont. (Investigating Officer: R. L. Fournier).

Application for Revocation Received

P. G. Robertson, H. R. Douglas, *et al*, applicants, Trans-Canada Air Lines, Montreal, Que., respondent, and the International Association of Machinists, respondent. The application was for the revocation of the certification issued by the Board on October 2, 1961 to the International Association of Machinists in respect of a unit of production planners employed by Trans-Canada Air Lines (L.G. 1961, p. 1147).

Applicants for Certification Withdrawn

1. Canadian Merchant Service Guild, Inc., applicant, and Law Quarries Transportation Limited, Port Colborne, Ont., respondent (L.G., Dec. 1962, p. 1387) (New application received, see above).

2. Seafarers' International Union of Canada, applicant, and Kent Line Ltd. (Irving Oil Company), Saint John, N.B., respondent (unlicensed personnel) (L.G., Dec. 1962, p. 1387) (New application received, see above).

3. Seafarers' International Union of Canada, applicant, and Kent Line Ltd. (Irving Oil Company), Saint John, N.B., respondent (marine engineers) (L.G., Dec. 1962, p. 1387) (New application received, see above).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During November, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Hull City Transport Limited and Hull Metropolitan Transport Limited, Hull, Que., and Division 591 of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (Conciliation Officer: C. E. Poirier).

2. Northern Wings Limited, Sept-Iles, Que., and Lodge 767 of the International Association of Machinists (Conciliation Officer: C. E. Poirier).

3. Alberta Wheat Pool, Burrard Terminals Limited, Pacific Elevators Limited, Saskatchewan Wheat Pool and United Grain Growers Limited, and Grain Workers' Union, Local 333 of the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (Conciliation Officer: G. R. Currie).

4. Canadian Transit Company, Windsor, Ont., and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

5. Canadian National Hotels, Limited (Charlottetown Hotel, Charlottetown) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: H. R. Pettigrove).

6. Canadian National Hotels, Limited (Bessborough Hotel, Saskatoon) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: J. S. Gunn).

Settlements Reported by Conciliation Officers

1. Hill The Mover (Canada) Limited, Ottawa and Toronto Terminals, and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough) (L.G., Dec. 1962, p. 1392).

2. Canadian Pacific Air Lines, Limited, Vancouver, and Local 28 of the Hotel and Restaurant Employees' and Bartenders' International Union (Conciliation Officer: G. R. Currie) (L.G., Sept. 1962, p. 1034).

3. Canadian Pacific Railway Company S.S. *Princess Helene* and Seafarers' International Union of Canada (Conciliation Officer: H. R. Pettigrove) (L.G., Aug. 1962, p. 951).

Conciliation Boards Appointed

1. Canadian National Hotels Limited (Chateau Laurier Hotel, Ottawa) and Canadian Brotherhood of Railway, Transport and General Workers (L.G., Dec. 1962, p. 1392).

2. Hull City Transport Limited and Hull Metropolitan Transport Limited, Hull, Que., and Division 591 of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (see above).

Conciliation Board Report Received

Motor Transport Industrial Relations Bureau (Hanson Transport Company Limited, Inter-City Truck Lines Limited, The Walter Little Limited, The Overland Express Limited, Smith Transport Limited and Motorways Limited) (Northern General Agreement) and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Oct. 1962, p. 1149). The text of the report is reproduced below.

Settlement Reached following Board Procedure

Motor Transport Industrial Relations Bureau (Hanson Transport Company Limited, Inter-City Truck Lines Limited, The Walter Little Limited, The Overland Express Limited, Smith Transport Limited and Motorways Limited) (Northern General Agreement) and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (see above).

Report of Board in Dispute between

Motor Transport Industrial Relations Bureau, Toronto
and

International Brotherhood of Teamsters

This Board held its first meeting at the King Edward Hotel, Toronto, Ont., on Saturday, the 13th of October, 1962, at which time both parties filed written briefs and made oral submissions, from which it became clear that while the parties had agreed that the wage increases recently granted in the general freight and maintenance agreements between the parties in what was colloquially called the "Southern Agreements" between the parties should apply to the "Northern Agreements," there were still five outstanding matters in dispute between these parties which must be resolved before the Northern Agreements between the parties could be consummated.

The points at issue between the parties were as follows:

1. Maintenance of existing wage differentials.
2. Hours of work and overtime.
3. Maintenance of present highway mileage limitations.
4. Maintenance of present "share-the-wealth" provisions.
5. Duration of proposed collective agreement.

The Board conferred with the parties, both jointly and severally, throughout Saturday, October 13, without being able to achieve agreement between the parties on any of the points in dispute, and both parties suggested at various times during

the day that unless the parties retreated from their past positions on one or more of the disputed points, this Board might as well adjourn and write its report.

However, the members of the Board unanimously felt that the parties respective positions were not as rigid as they superficially appeared, and suggested to the parties that the proceedings be adjourned for one week and that in the meantime the parties review their respective positions, confer with each other, and attempt to resolve their respective differences if at all possible, and the parties agreed to this proposed procedure.

The Board met again with the parties on Saturday, October 20, and it rapidly became apparent that the cooling-off period suggested by the Board had a beneficial effect, because the rigidity exhibited by the parties during the first sittings of the Board was now considerably modified, and that the climate for achieving a mutually satisfactory settlement between the parties was much more favourable. The Board then continued its efforts to assist the parties to achieve consensus *ad idem* throughout the day and the evening of Saturday, October 20, and finally the parties, with the assistance of the Board and with the exercise of much goodwill and mutual understanding, were able to achieve complete settlement of all the matters in dispute between them.

The parties then, under the auspices of the Board, drew up complete minutes of settlement of all their outstanding differences, which minutes of settlement were then executed by the signing authorities for both parties, and by the members of this Board, which may be summarized as follows:

Both the Northern General Freight Agreement and the Northern Maintenance Freight Agreement, both dated the 11th day of May, 1959, are renewed subject to the following amendments:

1. All matters agreed to between the parties prior to the sittings of the Conciliation Board on the 13th and 20th days of October, 1962, shall be embodied in the new collective agreements between the parties.

2. The new collective agreements between the parties shall take effect from

During November, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Motor Transport Industrial Relations Bureau, Toronto, and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America. The Bureau represented the following companies: Hanson Transport Company Limited, Inter-City Truck Lines Limited, The Walter Little Limited, The Overland Express Limited, Smith Transport Limited and Motorways Limited (Northern General Agreement).

The Board was under the chairmanship of His Honour Judge R. W. Reville of Brantford, Ont. He was appointed by the Minister on the joint recommendation of the other two members, Michael O'Brien and Paul Siren, both of Toronto, nominees of the Bureau and union, respectively.

All matters in dispute between the parties were resolved with the assistance of the Board and terms of settlement were signed to this effect.

The report is reproduced below.

the 4th day of November, 1962, and shall expire as follows:

- (a) The Northern General Freight Agreement on the 15th of November, 1965;
- (b) The Northern Maintenance Freight Agreement on the 15th of July, 1965.

3. Wage increases contained in the General Freight (Southern) Agreement shall apply to the new Northern General Freight and Northern Maintenance Freight Agreements, and be phrased in the same manner and intervals.

4. In addition to item 3 above, wage rates in Group (b) shall be increased by six cents (.06¢) per hour, to be applied as follows:

- (a) General Freight Agreement, January 1st, 1965, two cents (.02¢) per hour; October 1st, 1965, four cents (.04¢) per hour.
- (b) General Maintenance Freight Agreement, January 1st, 1965, two cents (.02¢) per hour; June 1st, 1965, four cents (.04¢) per hour.

and wage rates in Group (c) shall be increased by eight cents (.08¢) per hour, to be applied as follows:

- (a) General Freight Agreement, January 1st, 1965, two cents (.02¢) per hour; October 1st, 1965, six cents (.06¢) per hour;
- (b) General Maintenance Freight Agreement, January 1st, 1965, two cents (.02¢) per hour; June 1st, 1965, six cents (.06¢) per hour.

5. The overtime conditions listed in the General Freight (Southern) Agreement, and the General Maintenance Freight (Southern) Agreement, shall be applied to the Northern Agreements as of January 1, 1963, except that such conditions shall not apply to regularly scheduled pick-up and delivery runs that extend beyond the urban limits of municipalities covered by the said agreements.

6. The present "share-the-wealth" provisions shall not apply to those communities on Highway No. 17 and north of said Highway No. 17.

7. Speed limits shall be in accordance with those posted, except that the maximum speed shall be 55 miles an hour.

8. The present mileage limitations contained in the expired agreements shall remain at 4,400 miles per two weeks' period, except that drivers may book off after 2,200 miles in one week at their home terminals providing there are qualified highway drivers available in either the highway or city departments.

9. *Retroactivity*: All employees who have worked every week in the period January 1, 1962 to November 4, 1962, inclusive, shall be paid eighty dollars (\$80.00) as retroactive pay. Any employee who has not worked every week in the above mentioned period shall be paid retroactive pay on the basis of two dollars (\$2.00) per week for each week in which he has worked more than fifteen (15) hours.

This Board wishes to commend the parties and their representatives for the conciliatory and co-operative attitude which they displayed throughout the course by the Board's hearings, and for the obvious goodwill that was exhibited by each to the other in arriving at a sensible and far-sighted agreement.

All of which is respectfully submitted.

(Sgd.) R. W. REVILLE,
Chairman.

(Sgd.) M. O'BRIEN,
Member.

(Sgd.) PAUL SIREN,
Member.

Dated at the City of Brantford, Ontario, this 27th day of October, A.D. 1962.

Canadian Railway Board of Adjustment No. 1 Releases Decisions in Four Recent Cases

The Canadian Railway Board of Adjustment No. 1 last month released its decisions in four cases, three of which had required a second hearing in the presence of a referee. These second hearings were held January 12, February 13 and November 13, 1962. The fourth case was heard on November 13 also.

The first dispute was over the dismissal of three head-end crew members of a train

that passed through a red signal. The employees said the dismissals were "wrongful" and claimed reinstatement.

The second dispute concerned the protest by yard engineers and firemen over the institution of the five-day week at Saint John and McAdam, N.B., an act that they said resulted in a loss of wages.

The third dispute was over the interpretation of seniority rules in a large ter-

minal, and the fourth over the abolition of a supervisory agent's position and the substitution for it of two others, one of which the employees protested was filled without relation to the collective agreement.

In the first case the referee held that the employees should be reinstated but without payment for the 22 months they were held out of service.

In the second case the referee upheld the company's contention.

In the third case, the Board did not sustain two of the employees' three requests but sustained the third.

In the fourth case, the referee held that the company, in effecting reorganization and regrouping of positions under new job titles, must do so within the frame of reference provided by the collective agreement.

Summaries of the four cases, Nos. 796 to 799, are published below.

Case No. 796—*Dispute between Canadian Pacific Railway Company (Pacific Region) and Brotherhood of Locomotive Engineers, Brotherhood of Railroad Trainmen, and Brotherhood of Locomotive Firemen and Enginemen, ex parte, over the dismissal of an engineer, a trainman and a fireman who were the head-end crew of a train that passed through a red block signal.*

An engineer, a trainman and a fireman who were the head-end crew of a train that on January 20, 1961 passed a "reduce speed" signal without slowing and a later "stop and proceed" signal without stopping were dismissed for having violated the Uniform Code of Operating Rules. The brake had been applied, but too late.

The three Brotherhoods claimed wrongful dismissal and requested reinstatement of the three men, with full pay for time lost. The company contested the claim. The Brotherhoods also objected to the manner in which the company investigation leading to the dismissals was conducted.

Two company officials who were conducting an efficiency or educational test had caused the first signal to be continually at yellow and the second to be continually at red.

There was conflicting evidence from the three crew members on the one hand, and the two company officials on the other. The dispute came twice before the Board of Adjustment. The first time, the Board was unable to reach a majority decision and moved for the appointment of a referee; the second time (January 12, 1962), the case was reheard by the Board in the presence of the referee, whose award constitutes the decision of the Board.

In their contention, the employees submitted that they had "called" all signals since the beginning of their trip. All had been audibly acknowledged to indicate "proceed." The signals included Signal 750, which the company officials asserted was showing yellow, and Signal 736, which they said was showing red.

After Signal 736 had been called as "clear block" by the fireman and observed and acknowledged by the rest of the crew, the fireman called attention to the signal, which, the employees stated, was rapidly changing from green to red and back several times, finally remaining red. As soon as he saw the signal flickering, the engineer applied the automatic brake, not placing it in "emergency" for fear of skidding the engine and causing damage to it.

The train stopped approximately 450 feet past the signal, then proceeded. The two officials went to the next station and stopped the train and questioned both head-end and rear-end crews. Not being satisfied with the answers, they ordered the three employees not to continue working and to be available the next day for an inquiry.

The investigation the next day was conducted by one of the two company officials. He mentioned interviews he had had with sectionmen working on the track at the time of the incident. Ten days later the three employees were called into the Superintendent's office "in connection with the false statement" given at the inquiry. A week later the three men were dismissed.

The three Brotherhoods contended that the entire investigation had not been conducted in the manner provided in their collective agreements.

At this second hearing, in the presence of the referee, the parties were permitted to supplement their original presentations. The company exhibited a piece of rail and a standard track circuit "shunt" or "jumper" used in making its efficiency or educational test; it also showed a film and still pictures of observations made by two company officials during the test.

In its further submission at this second hearing, the company raised the objection that the employees' appeals from dismissal would, according to the collective agreements, be too late. The referee thought, however, that the appeals should be entertained.

The company suggested in its submission that the employees may have confused Signal 736—the "stop and proceed" signal—with Signal 730, about $\frac{1}{4}$ mile farther on. The employees denied this.

The employees had contended that the shunt may have been put out of order by

a heavy coating of frost. This submission was contradicted by a report from the Chief Forecaster at Edmonton airport.

The employees contended also that the telephone and telegraph wires between the track and the highway may have obstructed the sight of the two company officials. This was disproved, the referee said, by the film that was introduced by the company as evidence. Claims of possible malfunctioning of the shunt or test device were disproved through a careful examination and testing of the shunt after its use.

As for the signals themselves, they had been checked by a maintenance man shortly after the test, and had been found to be in good order.

Referee's Decision

The referee, stating there was contradictory evidence from the three employees on one side and two company officers on the other, said that a determining fact to be considered was the evidence given by the foreman of the section crew, to which reference was made at the first inquiry.

The foreman had seen both an intermediate signal and Signal 736 steadily burning red at the time, and without a flicker. This evidence contradicted that of the employees, and was corroborated by another member of the section crew.

The referee concluded that the employees had violated the Uniform Code of Operating Rules, but did not think that a definite dismissal was an appropriate penalty.

The referee held that the three employees should be reinstated by the company as from December 20, 1962, without payment for time lost.

Case No. 797—*Dispute between Canadian Pacific Railway Company (Atlantic Region) and Brotherhood of Locomotive Engineers and Brotherhood of Locomotive Firemen and Enginemen, ex parte, over company's assigning of regularly assigned engine crews in yard service on a five-day week basis at Saint John and McAdam, N.B.*

At the spring change of time-table in 1961, the Canadian Pacific Railway Company decided that at Saint John and McAdam, N.B., yard assignments would be on a five-day week basis.

The Brotherhood of Locomotive Engineers and the Brotherhood of Locomotive Firemen and Enginemen protested that the Company's action in "arbitrarily" restricting engineers and firemen at the two places to five days work a week was in contravention of the collective agreements. They contended further that certain engineers and firemen suffered a loss in wages and should be compensated for their loss.

The Company argued that it acted "strictly within the provisions" of the agreements.

An article in the collective agreements with the Engineers and the Locomotive Firemen and Enginemen provides that: "A work week consisting of five consecutive days of eight hours each is established . . ." A subsection provides that: "All regular or relief assignments for yard service engineers shall be for five consecutive days per work week of not less than eight consecutive hours per day, except as otherwise provided in this article." The exceptions are outlined in later subsections, which provided for the filling of days off by the regularly assigned engineer "by arrangement between the representatives of the Railway and the Organization."

The Company's position was that it was not under any obligation to make arrangements with the unions concerning the establishment of the five-day work week at Saint John and McAdam. "The Company's right to establish five-day assignments is unrestricted," it contended.

When the dispute came before the Board of Adjustment in September 1961, a majority decision was unattainable. A referee was appointed by the Minister of Labour and the dispute was reheard on February 13, 1962 in the referee's presence. His award constitutes the decision of the Board.

The referee said in his award that "to dispose of the dispute, he had in effect to interpret the article cited by both parties. 'I have to determine whether or not the Company has the right to apply without restriction the five-day work week for engineers and firemen in yard service.'"

He pointed out that in the collective agreement between the Company and the Engineers signed on November 20, 1953, the Engineers in yard service obtained a 20-per-cent pay increase to cover the establishment of the five-day week. The article cited was first introduced in that agreement "substantially in their present form."

Early in 1954 discussions were held concerning the implementation of the five-day week and on March 15 understandings were reached with both Brotherhoods. A letter expounding the understandings stated: "[the article cited] provides that the Company has unrestricted right to the establishment of five-day assignments in accordance with the railway's operational requirements."

Another article on which the employees placed great emphasis, the referee said, does not more than establish formally the understanding reached that firemen "will have the right to work in their turn up to 3,800

miles per month in freight service, or six days per week in yard service."

As for the employees' contention that if the Company is allowed to proceed with its action there will be a loss of salary and a reduction in pension upon retirement for engineers and firemen in yard service, which submission was doubtful in the Company's opinion, the referee said the real issue is "not whether the employees of any class will suffer as the result of a proper interpretation and application" of the collective agreement. He added that perhaps it was fitting to keep in mind that the employees concerned enjoyed a 20-per-cent wage increase when the agreement of November 20, 1953 came into effect.

"According to a sound interpretation, it is the work week itself which should be established in accordance with the railway's operational requirements, bearing always in mind that the work week consists of five consecutive days . . .

"It is therefore impossible to agree with the employees when they contend that the Company had no right to act as it did at Saint John, N.B., and McAdam, N.B., even if there was no change in the amount of work handled at the terminals concerned or, in other terms, no change in the railway's operational requirements."

The referee said he saw it as his duty to "maintain the Company's contention and dismiss the employees'."

Case No. 798—Dispute between Canadian National Railways (Great Lakes Region) and Brotherhood of Railroad Trainmen over interpretation of seniority rules governing yardmasters and assistant yardmasters.

Occurrences after the advertising by the Canadian National Railways of the position of yardmaster, Bathurst Street Tower, Toronto terminals, led to the making of three requests by the Brotherhood of Railroad Trainmen. The company declined all three requests

When the assignment was advertised, a relief yardmaster in Zone 3 of the Toronto terminals, W. F. Seager, did not apply (the vacancy was in Zone 2). Nor did a number of other relief yardmasters not in Zone 2.

For the next month Mr. Seager protected temporary vacancies in Zone 3. For the month after that, he was on vacation and leave of absence. When he returned, in accordance with an item in the crew director's log, he declared his intention to displace the employee who had been promoted to yardmaster at Bathurst street, J. A. Chepelsky. Then he made application for a temporary vacancy in Zone 3 and remained on that vacancy for the next ten

days, after which he reported for work at Bathurst street but did not begin work after an oral examination by the road foreman and general yardmaster established that he did not possess the necessary qualifications for the position.

Contending that Mr. Seager had voluntarily relinquished his rights as yardmaster, the Brotherhood requested removal of his name from the Toronto Terminals seniority list for yardmasters and assistant yardmasters. An article in the current agreement covering yardmasters says: "An unassigned yardmaster who declines to accept a regular assignment in accordance with his seniority . . . shall forfeit his seniority rights and his name shall be removed from the seniority list." The company declined the request.

After discussions between company and union officials, on December 28, 1961 a memorandum of agreement was signed regarding the application of an article of the agreement affecting seniority for yardmasters and assistant yardmasters, and it was agreed that the position in dispute should be re-advertised.

When the position was re-advertised, Messrs. Seager and Chepelsky, among others, applied. As a result of an examination, Mr. Chepelsky was awarded the position, and the others were told that they had not qualified.

Unassigned yardmasters and assistant yardmasters who did not apply for the position when it was re-advertised were ranked junior to Mr. Chepelsky but those who applied and failed to qualify were not. The Brotherhood then made its second request: that all unassigned yardmasters "who failed to accept promotion to the regular assignment to which Chepelsky was assigned" should rank junior to Chepelsky. The union cited the memorandum of understanding signed on December 28, which read in part as follows:

"An unassigned yardmaster who declines to accept a regular assignment in accordance with his seniority under this schedule, shall thereafter rank junior to the man promoted to a regular assignment in his stead."

The railway declined, contending that as all who applied, except Chepelsky, had been found not qualified for the position, "they had no opportunity to decline the assignment."

At about the same time, Brotherhood representatives were told of the company's intention to require applicants for permanent positions as yardmasters or assistant yardmasters to pass a written and oral examination conducted by company officers.

If qualifications of applicants were equal, the senior man would be assigned; but if the examination showed that one candidate was better qualified, he would be assigned, regardless of seniority. The Brotherhood representatives agreed that an unqualified applicant should not be assigned to any position but believed that qualified applicants should be assigned on a seniority basis even when the examiner thought a junior applicant better qualified.

The difference of opinion on this point led to the Brotherhood's third request: that the article in the current agreement headed "Bulletining and Filling Positions" be interpreted to mean, "qualifications being sufficient, the senior applicant must be assigned."

Regarding the union's first request, the company in its contention stated that in 1958 a representative of the company and the union's general chairman had discussed the practicability of requiring unassigned yardmasters to apply for bulletined positioned positions in yards in which they had no experience. The company official had pointed out that unassigned yardmasters would have little chance to familiarize themselves with work in other zones, which might be quite different from that in their own zone. He suggested that it would not be practicable to require such men to apply for bulletined regular assignments in zones other than their own. The union chairman, the company stated, had said that he would have no objection; and that the practice had then been established in the Toronto terminals, without, however, being authorized by any proper revision of the existing memorandum of understanding.

Under the circumstances, the company contended, Mr. Seager had "fully protected [his seniority] in accordance with applicable rules, agreed understandings and practices in effect at that time."

The company's answer to the union's second request has already been stated. Regarding the third request, the company, quoting the relevant article of the agreement, contended that certain excerpts showed that in negotiating the rule regarding the bulletining and filling of yardmasters' positions "both parties recognized that the supervisory nature of the position, the complexity of the work and the fact that methods of operation in individual yards in a large terminal are entirely dissimilar demand that in selecting an applicant merit and ability must be given first consideration."

The company further contended that "any concession of the nature requested by the employees would certainly result in forcing

unassigned yardmasters and assistant yardmasters to take important assignments which they are not properly qualified to fill and do not desire, or to forfeit valuable seniority." This, the company argued, would not be in the interests of either of the parties.

The Board did not sustain the employees' first and second requests but it sustained the third.

Case No. 799—Dispute between Canadian National Railways (Atlantic Region) and Order of Railroad Telegraphers, ex parte, over the abolition of the supervisory agent's position at Yarmouth, N.S., and the substitution of two positions, one of which was not bulletined to telegraphers.

In 1955, the Canadian National Railways signed a memorandum of agreement with the Order of Railroad Telegraphers by which a position of supervisory agent was to be established at Yarmouth effective in December of that year.

In 1960, on the retirement of the incumbent of this position, the company told the union of its intention to reclassify the position as agent-operator, and to assign its supervisory duties to a new position of port agent, which the company proposed to establish. The port agent's position was not to come under the collective agreement with the Telegraphers. The union refused to agree to the company's proposal, and the company unilaterally put its plan into effect. The port agent's position was filled without relation to the collective agreement.

The union carried its claim to the Board, and when the Board was unable to reach a majority decision, it asked the Minister of Labour to appoint a referee, whose decision would become that of the Board.

The referee in his report said that there were three points on which the union could have contested the company's action. First, it could have disputed the company's right to abolish the position of supervisory agent; second, it could have disputed the company's right to divide the duties of that position between a position already recognized by the collective agreement and a new position; third, it could have disputed the company's right to establish the new position outside the collective agreement and outside the reach of the union.

In fact, the referee said, the union had chosen to confine its claim to a contention that the company had violated the collective agreement in failing to bulletin the new job. Therefore, he said, he was required to decide only this one point, and other matters mentioned by the union in its submission need not concern him.

The referee referred to the supplementary agreement signed by the company and the union in 1955, "by which they declared that effective December 16, 1955 the position of agent at Yarmouth 'will be designated as a supervisory agent, and be governed by rules and working conditions applicable to supervisory agents, *in accordance with agreement effective December 1, 1947; and supplements thereto . . .*'" (The emphasis was the referee's.)

The position of supervisory agent, he pointed out, was not expressly covered by the scope article of the agreement, either as it stood when the agreement was first made in 1947, or now. He held, however, that the classification had been brought into the agreement "by various supplements now incorporated therein." He remarked that the parties "are old hands at piecemeal adjustments in their relationships to accommodate new situations . . .

"The basic question in this dispute is whether the company is entitled, without the concurrence of ORT, to remove the job or any part of it from the grasp of the collective agreement," the referee said. Change of title was not in itself an issue. But "nowhere in the collective agreement is there any explicit provision for removal from its scope of any job that is or has been brought within it."

The company had made use of three arguments to support its right to establish the position of port agent outside the collective agreement, the referee noted. First, it urged that the marine operations involved in the non-schedule position did not constitute an integral part of its railway system (they related to supervision of the control of ferry terminals) and that the port agent did not perform work "generally recognized as that of a telegrapher."

The company asserted, as its second argument, that the ORT had recognized this in regard to a similar situation at Port aux Basques, Newfoundland, "where railway work and marine terminal work which for many years had been combined in the functions of a supervisory agent, were separated, and the ORT agreed to the establishment of a port agent, as an excluded classification, to handle the supervisory marine terminal work."

Thirdly, the company produced a letter of August 1960 in which the ORT had said that it "would be prepared to make this an appointive position with the only pro-

viso . . . that it would have to be filled from the ranks of telegraphers."

Dealing with these arguments in reverse order, the referee pointed out that the ORT's letter had been written when the company's action on the reorganization at Yarmouth had already been taken and had been disputed by the union. "I do not see how this letter can work an estoppel against ORT when it was not acted on by the company, and when the situation now before me had already crystallized at the time the letter was written," he said.

"The Port aux Basques precedent would have had more persuasive effect if the company's action there had been carried through unilaterally. But it was not; the parties came to an agreement . . .," the referee said.

Coming to the company's first and main argument, he continued, "The scope rule [of the agreement] would be an understandable resort by the company if ORT were seeking in this case to insist that previously uncontrolled ferry terminal supervision work should be brought under the collective agreement. But the situation here is the reverse one of the company seeking to exclude, not some minor element or a few job elements, but all the duties of ferry terminal supervision which had been brought under collective agreement control by the special agreement of December 15, 1955. That agreement was not one for any fixed time which had expired; it was not geared to the working life of [the original holder]; and it was not qualified in its application by any distinction in the kinds of duties that belong to the collective agreement and those that are outside it."

Again the referee said, "Supervisory duties are involved in the port agent job, and if they were embraced in the job of supervisory agent as established on December 15, 1955, the company cannot justify their wholesale subtraction by creating a new job title . . .

"The conclusion is, in my view, inescapable that, granting the company's right to effect reorganization of functions and regroup them under new job titles, it can do so only within the frame of reference provided by the collective agreement. It follows that the job of Yarmouth port agent should have been bulletined . . . and there will be a direction that this be done forthwith."

LABOUR LAW

Legal Decisions Affecting Labour

B.C. Court of Appeal rules on jurisdiction of provincial Superior Court over Canada Labour Relations Board. Ontario Court of Appeal holds that award of arbitration board under collective agreement is reviewable by courts; High Court rules Ontario Food Terminal Board is subject to Labour Relations Act

In British Columbia, the Court of Appeal held that the Canada Labour Relations Board exercises its jurisdiction throughout Canada and, although it sits in Ontario, its jurisdiction transcends provincial boundaries and operates without regard to them. Therefore, the Board may be subject to the jurisdiction of a provincial Superior Court in any province when the decision of the Board deals with matters arising in that particular province or affects parties domiciled in that province, or if the contracts of employment to be performed are within that province.

In Ontario, the Court of Appeal stressed the distinction between consensual and statutory arbitrators and held that an arbitration board constituted under a collective agreement and subject to the Ontario Labour Relations Act is a statutory board. Accordingly, the Court has jurisdiction to review its decisions and to remit them for reconsideration on *certiorari*.

In Ontario, the High Court, in upholding a certification order, ruled that the Ontario Food Terminal Board is not a Crown Agency and therefore is subject to the Ontario Labour Relations Act.

British Columbia Court of Appeal...

...rules B.C. Supreme Court has jurisdiction to hear application to quash federal board decision

On September 25, 1962, the British Columbia Court of Appeal allowed an appeal from the judgment of Mr. Justice Brown of the British Columbia Supreme Court (L.G., July 1962, p. 862) and ruled that the British Columbia Supreme Court has jurisdiction to hear a *certiorari* application to quash certification decisions affecting an employer and certain unions domiciled in

British Columbia rendered by the Canada Labour Relations Board, sitting in the province of Ontario.

Three unions located and carrying on their business in British Columbia applied to the Canada Labour Relations Board at Ottawa under the Industrial Relations and Disputes Investigation Act for certification as the bargaining agents for three units of employees of Vantel Broadcasting Co. Ltd., which company carries on a broadcasting business at Burnaby, B.C. In due course, the Board certified the unions concerned as the respective bargaining agents for the company's employees.

The broadcasting company then applied to the Supreme Court of British Columbia for a writ of *certiorari* to bring up and quash the three certificates. The writ was refused on a preliminary objection taken by counsel for the Board that the Supreme Court of British Columbia had no authority over a federal Board located in the province of Ontario or its proceedings. The broadcasting company appealed the judgment.

Counsel for the Board argued that the Supreme Court of British Columbia, under Section 9 of the Supreme Court Act, has jurisdiction only in cases arising within the province, and that the court's process cannot be served, except where permitted by the Rules of Court, or be enforced beyond the territorial limits of the province; that the provincial Legislature has no authority under the B.N.A. Act to extend the jurisdiction of the court beyond the boundaries of the province; consequently, the Board which is located in Ottawa for all the purposes connected with the application and its proceedings, is beyond the reach of the Supreme Court of British Columbia and its processes, and there is no way in which

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

the Board can be compelled to return its record consisting of the applications and certificates, or by which the Court can quash the Board's orders for certification.

The British Columbia Court of Appeal did not accept these arguments and held the British Columbia Supreme Court to be competent to consider the application for *certiorari* to quash the certification orders issued by the Canada Labour Relations Board. The main reasons for the judgment were as follows:

Under the B.N.A. Act, the Legislature of a province cannot, in matters otherwise falling within its authority, extend the power of the provincial courts beyond the territorial limits of the province, although it may permit some processes to be served *ex juris*. But, the jurisdiction of the Supreme Court of British Columbia is not confined to matters falling within the competence of the provincial legislature. As a superior court of general jurisdiction it is charged by the B.N.A. Act (subject to statutory exceptions) with the administration of all the laws of the land, including laws made by Parliament and by the Legislature. In administering law falling within the legislative competence of the Parliament of Canada, the provincial courts may be freed to some degree by the B.N.A. Act or the terms of dominion legislation from the territorial limitations otherwise imposed upon the exercise of their jurisdiction. Further, by implication, the B.N.A. Act has, in some degree, enlarged territorially the power of provincial courts to supervise and control federal boards by means of the prerogative writs.

For the purpose of enforcing ordinary civil rights that fall within provincial legislative authority under Section 92 of the B.N.A. Act, and of determining the jurisdiction of the provincial courts over non-residents in respect of those matters, the rules of private international law apply, and, in that respect, there is no difference between the relation of the province of British Columbia to another province of Canada, and the relation of British Columbia to a foreign state; each is in those matters, *vis-a-vis* the other, a foreign and a sovereign state in which the choice of the applicable law and the jurisdiction of the respective courts are settled by the principles of private international law.

But, those principles of private international law have no bearing upon an application to a provincial court for a prerogative writ against a board set up by the Parliament of Canada to act throughout Canada. The rules of private international

law are used to solve difficulties concerning the conflict of laws and the competing jurisdiction of courts of sovereign states; they have little bearing upon the special problem arising in Canada under our particular scheme of confederation concerning which court may exercise supervision and control by a prerogative writ over a federally constituted Board. The solution of this problem lies in the proper application of the provisions of the B.N.A. Act and the relevant statutes.

The scheme of the B.N.A. Act is to leave the supervisory jurisdiction of provincial superior courts over federal boards in the courts of the province in which the matter arises and where the board's order operates.

The Canada Labour Relations Board, established under the Act of Parliament of Canada, exercises its jurisdiction throughout the whole Dominion. Although it may sit in Ottawa, it pays no attention, in matters such as the one under review, to provincial boundary lines, and operates without regard to them. It is not a foreign or a truly extra-provincial body. That being so, it is quite wrong to localize the Board in the province of Ontario, simply because its head office happens to be there, for the purpose of determining which provincial court has jurisdiction over it. For this purpose, the Board must be taken to be in the province in which it is exercising some aspect of its jurisdiction, or where its orders operate, and to be subject to the courts of that province.

The jurisdiction to grant the writ of *certiorari* in the case at bar must be in one or more of the provincial superior courts, for the Exchequer Court of Canada, established by Parliament under the authority of Section 101 of the B.N.A. Act, is a statutory court which has only the powers with which Parliament has endowed it, and no common law jurisdiction. It does not have jurisdiction to issue a writ of *certiorari* in a case under consideration. In the circumstances of the case at bar, the only provincial courts that might have jurisdiction are the Supreme Court of British Columbia and the High Court of Ontario.

In the case of the Supreme Court of British Columbia, it can have jurisdiction under the common law and Section 9 of the Supreme Court Act only if the matters in respect of which the *certiorari* is sought arise in the province. In the case at bar these matters do arise in the province of British Columbia; the certificates were granted to local unions within the province; they affect employees and employers within the province, and contracts of employment to be performed are entirely within the province. Consequently, the case at bar is

clearly within the territorial jurisdiction of the Supreme Court of British Columbia.

Regarding the enforcement of the provincial court's writ and judgment on a federal board sitting outside the province, one judge of the Court of Appeal expressed the opinion that the writ of *certiorari* and an order quashing the certifications in the case under review (if such an order should be made) would, in the first place, constitute authority for the Board to make the return required by the writ, and to make the necessary entries on its own records, i.e., by withdrawing its certifications so that its records may conform with the decision rendered by the court.

In the second place, there is presently no machinery by which a court of British Columbia can, against the Board or its members, directly enforce obedience or punish disobedience to one of its writs or orders by civil process operating in another province, although, in an appropriate case, a charge of disobeying a lawful order of the Supreme Court of British Columbia might be laid against the members of the Board in the courts of Ontario.

But the lack of any process by which the Supreme Court of British Columbia can directly enforce obedience or punish disobedience is not decisive. The federal boards are boards answerable to the dominion Government or Parliament. It is unthinkable that the dominion Government would tolerate one of its boards' disobedience of an order of a provincial court.

But, if it did, there might be little a court could do about it, even in its own province, because the actual execution of its writs, orders and judgments lies, not in its hands, but in the hands of sheriffs and marshals, the gaolers, and others, who are employees of the dominion or provincial Governments. If either of these governments should instruct the responsible officer not to enforce or obey an order of the court, the officer would obey the instructions of the Government that employs him and pays his salary.

The truth of the matter is that the effectiveness of judgments and orders of the courts against governments and government boards depends on the traditional respect that the governments pay to the courts, and not upon legal sanctions for disobedience. The ultimate sanctions for government disobedience to judgments and orders of the courts are not legal, but political. The lack of any power to enforce directly a court's writ or judgment in cases such as this under review, or to punish disobedience, is beside the mark. The court must assume

that governments and government bodies will obey, for if they do not, tyranny will supplant the rule of law.

The Court of Appeal, in a unanimous decision, allowed the appeal, set aside the order dismissing the application for a writ of *certiorari* on the preliminary objection, and remitted the application to the court below to be disposed of on the merits. *Vantel Broadcasting Co. Ltd. v. Canada Labour Relations Board et al*, (1962), 40 W.W.R., Part 2, p. 95.

Ontario Court of Appeal...

...rules arbitrators under collective agreement constitute statutory board, decisions reviewable

On June 22, 1962, the Ontario Court of Appeal remitted an arbitration award under a collective agreement to the arbitrators for redetermination because the arbitrators relied upon evidence extrinsic to the provisions of the collective agreement and this constituted an error in law appearing upon the face of the award. The Court held that arbitrators acting under a collective agreement constitute a statutory board and, accordingly, the Court has jurisdiction to review their award on *certiorari*.

On November 26, 1960, a board of conciliation constituted pursuant to the provisions of the Ontario Labour Relations Act was successful in achieving a solution of the differences between the Civic Employees' Union, Local No. 43, and the municipality of Metropolitan Toronto, concerning the terms to be incorporated in a new collective bargaining agreement between them. On that day, the negotiating committees of the parties concerned executed a memorandum of agreement upon terms to be recommended for inclusion in the collective agreement. Accordingly, on December 29, 1960, a formal collective agreement was signed between the parties concerned.

That agreement contained certain retroactive features and the extent and application of those retroactive features later became the subject of differences between the parties. In due course, a board of arbitration was constituted. The personnel of the board of arbitration as selected were the same as the personnel of the board of conciliation previously appointed under the Act.

On September 7, 1961, the arbitration board issued a majority award dismissing the union's grievance. The arbitration board arrived at its conclusion by relying upon the words of the "agreement to recommend" of November 26, 1960, and did not confine itself, in determining the grievance, to the actual provisions of the collective bargaining

agreement of December 29, 1960. The union then moved for an order setting aside the arbitration award.

On December 20, 1961, the trial judge rendered his decision, in which he stated that the collective agreement of December 29, 1960, which governed the determination of grievances between the parties, required the payment by the municipality of Toronto of the retroactive increases in wages to some employees temporarily laid off, and ordered such payments; if the municipality of Toronto was unwilling to make such payments, the union was entitled, upon application to the Court, to an order quashing the arbitration award.

The trial judge concluded that the grievance should not be considered as an application for interpretation of the agreement between the bargaining committees of November 26, 1960, but it was a grievance for enforcement of the actual collective bargaining agreement of December 29, 1960, as the union viewed the relative provisions of that agreement; that the collective bargaining agreement was free from ambiguity and that it was not permissible in its interpretation and application to refer to or rely upon the previous agreement between the negotiating committees.

Before the Court of Appeal, counsel for the municipality of Toronto submitted that, because the union in the terms of grievance referred to the agreement by the negotiation committees, the board was necessarily referred to the agreement between the committees and, accordingly, what the board did was not an error in law warranting interference with the award.

Mr. Justice Aylesworth, who rendered the judgment of the Court of Appeal, disagreed. He was of the opinion that while the grievance was somewhat unhappily phrased, there was no right or procedure provided between the parties for the arbitration of grievances except by the terms of the collective agreement itself. The method by which the personnel of the board was determined was that provided in the collective agreement. The entire proceeding before the board went forward as a grievance brought to arbitration pursuant to the right to do so provided by the collective agreement. There was no other suggested basis for the arbitration, although the arbitrators were at fault in the manner in which they attempted to discharge their duties.

Mr. Justice Aylesworth also disagreed with the contention that as the grievance had not been filed in compliance with the provisions of the collective agreement, the submission to arbitration was a nullity and the appropriate remedy was by way of action for a declaration of nullity.

Further, the municipality alleged ambiguity in the collective agreement and by reason of such alleged ambiguity sought to support the action of the board in basing its decision upon evidence extrinsic to the provisions of the collective agreement. In Mr. Justice Aylesworth's opinion, there was no ambiguity in the collective agreement and, accordingly, no justification for any such reference by the arbitrators to the agreement of November 26, 1960, or to any other such extrinsic evidence. For the arbitrators to do so was error in law appearing upon the face of their award.

Finally, with regard to the submission that there is no power in the court to remit the award of the arbitrators, Mr. Justice Aylesworth traced the historical development of the law pertaining to awards of arbitrators and to the prerogative remedy of *certiorari*. He pointed out the distinction between arbitration as known to the common law and a statutory board of arbitration compulsorily established.

At common law, arbitration was the voluntary submission by parties to a dispute of their differences, not to a court of law, but to a tribunal of their own choice. The court never issued its prerogative writ of *certiorari* to such arbitrators and the power to interfere with their awards was greatly limited. At common law, the court had no power to remit an award; only if the award was made a rule of court could the award, on a motion to the court, be set aside for misconduct of the arbitrator on the ground that it was procured by corruption or other undue means. In *Simpson v. Com'rs of Inland Revenue* (1914), 2 K.B. 842 at p. 846, Mr. Justice Scrutton stated:

At common law there is no power to remit an award to an arbitrator. This difficulty was first avoided by agreement between the parties that the award should be made a rule of Court. Then by the Common Law Procedure Act, 1854, and afterwards by the Arbitration Act, 1889, provision was made for this purpose.

The English Common Law Procedure Act of 1854 was followed in 1856 in the province of Ontario by the enactment of a provision corresponding to the provision regarding remission to arbitration contained in Section 8 of the English Act. This provision was re-enacted in "An Act to regulate the procedure of the Superior Courts of common law and of the County Courts" in 1859 and later appeared in the Common Law Procedure Act of Ontario in 1877, where in Section 213 it had been stated:

In case, in any reference to arbitration, whether under this Act or otherwise, the submission is made a rule of any Court, such Court or a Judge thereof may, at any time, and from time to time, remit the matters referred, or any or either of them, to the reconsideration

and re-determination of the Arbitrator or Arbitrators or Umpire, as the case may require, upon such terms as to costs and otherwise as to the said Court or Judge seem proper.

Later, Section 213 was consolidated to reappear as Section 37 of the Arbitration Act of 1887, and the Common Law Procedure Act (except three sections thereof wholly inapplicable to the case at bar) was repealed. Provisions corresponding to those in that statute concerning arbitration, together with the provisions of an Act respecting the Costs of Arbitration (1877), appeared as a consolidated Act, An Act respecting Arbitrations and References, in 1887. The latter Act was re-enacted in 1897 and consolidated the same year as the Arbitration Act of 1897; the Act in its present form, save as to some minor amendments, first appeared in 1909. By virtue of Section 34 (10) of the Labour Relations Act, the present Arbitration Act has no application to arbitrations under collective agreements. The legislative history traced above deals with common law arbitration only.

In England, as in the province of Ontario, and in contrast to consensual arbitrators, many statutory, that is to say compulsory, arbitral tribunals have come into being, Mr. Justice Aylesworth continued. Before the English Common Law Procedure Act of 1854, the courts did not differentiate in the remedies to be applied concerning awards of the one or the other kind of arbitrator and, after the enactment of that Act and later after the enactment of the Arbitration Act in 1889, the awards of either kind of arbitrator were accorded equal treatment by those statutes.

Some statutory boards, however, were not amenable to the provisions of the statutes, either by reason of the special provisions of the Act creating the particular board or because such Act specifically provided that the Common Law Procedure Act or the Arbitration Act, as the case might be, had no application. In such event, the Courts still exercised control over such boards discharging judicial functions, as contrasted with functions purely administrative in character, through the old prerogative writs of prohibition, *mandamus* and *certiorari*.

In *Russel on Arbitration*, 15th ed., (1952), p. 162, it is stated:

Statutory Arbitration. In the case of a statutory arbitrator, the normal procedure (i.e., the provisions of the English Arbitration Acts) may not be applicable, or the statute concerned may exclude it. The courts will then have recourse to prerogative orders; thus *mandamus* will lie to a statutory arbitrator, and so will prohibition.

In *Re International Nickel Co. of Canada & Rivando* (L.G. 1956, p. 1155), the Ontario Court of Appeal held that arbitrators acting under a collective bargaining agreement are a statutory board and that their awards, in contrast to those of consensual arbitrators, may be brought up on *certiorari*.

In *R. v. Northumberland Compensation Appeal Tribunal, Ex. p. Shaw*, (1952), 1 K.B. 338 at p. 351, Lord Justice Denning said:

... The Court of King's Bench has an inherent jurisdiction to control all inferior tribunals, not in an appellate capacity, but in a supervisory capacity. This control extends not only to seeing that the inferior tribunals keep within their jurisdiction, but also to seeing that they observe the law. The control is exercised by means of a power to quash any determination by the tribunal which, on the face of it, offends against the law. The King's Bench does not substitute its own views for those of the tribunal, as a Court of Appeal would do. It leaves it to the tribunal to hear the case again, and in proper case may command it to do so. When the King's Bench exercises its control over tribunals in this way, it is not usurping a jurisdiction which does not belong to it. It is only exercising a jurisdiction which it has always had.

Mr. Justice Aylesworth noted that there was no one law of *certiorari* for England and a different one for Canada. The law of England and the law of Ontario relative to *certiorari* are the same.

In conclusion, concerning the submission that the Court has no power to remit the award in the case at bar, Mr. Justice Aylesworth stated that the Court would have such power under the Arbitration Act were it not for the excluding provisions of Section 34(10) of the Labour Relations Act; altogether apart from any such statutory power of remission, and since there was error in law on the face of the award, the Court may order the award of the statutory Board in question to be brought before it on *certiorari* and remit the award to the Board for reconsideration and redetermination and, if necessary, grant a *mandamus* for that purpose.

The Court of Appeal allowed the appeal and remitted the arbitration award to the arbitrators for their reconsideration and redetermination pursuant to the terms of the collective agreement of December 29, 1960. *Re Civic Employees' Union No. 43 and Municipality of Metropolitan Toronto*, (1962), 34 D.L.R. (2d), Part 10, p. 711.

Ontario High Court...

... rules Ontario Food Terminal Board, being an employer, is subject to Labour Relations Act

On August 20, 1962, Mr. Justice Schatz of the Ontario High Court, in *certiorari* proceedings, upheld a certification order

issued by the Ontario Labour Relations Board and held that the Ontario Food Terminal Board established under the Ontario Food Terminal Act is not an agent of the Crown either under the Crown Agency Act or under common law principles, and hence, being an employer, is subject to the Labour Relations Act.

On June 6, 1961, the Ontario Labour Relations Board certified Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers as a bargaining agent of all employees (except certain persons) of the Ontario Food Terminal Board in Metropolitan Toronto.

The Board applied to the Court, in *certiorari* proceedings, to quash the certification order on the ground that the Board is a Crown agency within the meaning of the Ontario Crown Agency Act and at common law, and therefore not subject to the Ontario Labour Relations Act.

There is no provision in the Ontario Labour Relations Act nor in the Ontario Food Terminal Act (under which the Board in question was established) that would make the provisions of the Labour Relations Act applicable to the Board.

In order to establish whether the Board in question is a Crown agency, it was necessary for the court to determine

whether the Board is "owned, controlled or operated by Her Majesty in right of Ontario, or by the Government of Ontario, or under the authority of the Legislature or the Lieutenant Governor in Council" either under the Crown Agency Act or at common law.

The examination of the powers of the Board and its position under the Act constituting it led the Court to the conclusion that the Ontario Food Terminal Board is neither owned, controlled nor operated by the Crown or by the Government of Ontario or under the authority of the Legislature or of the Lieutenant Governor in Council, and is thus outside of the prescription of Section 1 of the Crown Agency Act quoted above.

Further, the examination of the relevant legal decisions led the Court to the conclusion that the amount of control exercised by the Crown over the functioning of the Board is not such as to make the Board a Crown agency under the common law.

The Court dismissed the Board's application and upheld the certification order issued by the Ontario Labour Relations Board. *Regina v. Ontario Labour Relations Board, Ex Parte Ontario Food Terminal Board*, (1962), 35 D.L.R. (2d), Part 1, p. 6.

Recent Regulations under Provincial Legislation

British Columbia increases minimum wage in manufacturing, mercantile and hotel and catering industries. New Brunswick sets minimum wage in forest industry

In British Columbia, three new orders issued by the Board of Industrial Relations set a minimum wage of \$1 an hour for employees in the manufacturing, mercantile and hotel and catering industries, with provision for lower rates during the first three months of employment in the industry. The orders also require the payment of time and one-half the regular rate after 40 hours in a week.

In New Brunswick, a minimum wage of \$1.05 an hour was established for time workers in forestry and logging operations, effective April 1, 1963.

In Alberta, the CSA Code for oil burning equipment was adopted with some modifications.

British Columbia Male and Female Minimum Wage Acts

The British Columbia Board of Industrial Relations recently issued three new orders increasing the minimum wages of men and

women in the manufacturing, mercantile and hotel and catering industries to \$1 an hour with provision for lower rates during the first three months of employment in these industries. Another new feature is the requirement to pay overtime after 40 hours in a week.

Before the orders were issued, the Board held hearings at Vancouver and Kelowna and received representations from a number of interested parties.

The new orders were gazetted as B.C. Reg. 163/62 to 165/62 on November 29 and went into force on January 1.

Coverage

The coverage of the orders is unchanged. The new order for the hotel and catering industry (B.C. Reg. 163/62) applies to hotels, lodging houses, clubs, restaurants, hospitals, nursing homes and other places where lodging is furnished or food is

cooked, prepared or served, for which a charge is made, including kitchens in connection with industrial or commercial establishments, office buildings or schools.

All employees in such places are covered except graduate nurses, student nurses and students employed in the schools in which they are enrolled. Pages are exempt from some of the minimum wage provisions but are subject to other provisions of the order.

The revised order for the manufacturing industry (B.C. Reg. 164/62) covers all operations in or incidental to the making, preparing, altering, repairing, ornamenting, printing, finishing, packing, assembling the parts of, installing, or adapting for use or sale any article or commodity.

As formerly, the order for the mercantile industry (B.C. Reg. 165/62) governs all employees in the wholesale or retail trade.

All three orders exclude employees subject to another order and persons employed in a supervisory, managerial or confidential capacity who are exempt from the Hours of Work Act.

Minimum Rates

As indicated above, the general minimum now applicable in these three industries is \$1 an hour. Previously, the orders for the wholesale and retail trade and for the hotel and catering industry set a general minimum of 65 cents an hour. In the manufacturing industry, the minimum for experienced employees was 65 cents an hour for women and 75 cents for men.

In line with the usual practice, some exemptions from the \$1-an-hour minimum are provided. Although learners rates as such are no longer referred to, an employee may be paid at a lower rate during the first three months of employment in any of these industries without the employer's having to obtain a permit from the Board. (A month's employment is defined as a period of 22 working shifts.) During the first month, the minimum now payable in the three industries is 85 cents an hour. In the second month, the minimum is 90 cents an hour and in the third month, 95 cents an hour.

Formerly, the order for the manufacturing and mercantile industries authorized lower rates for learners with permits from the Board, the minimum being 45 cents an hour in the first two weeks of employment in these industries, 50 cents in the second two-week period and 55 cents in the third.

An exception is again made for a part-time worker, apprentice or handicapped employee with a permit from the Board to work for less than the prescribed minimum wage. Such an employee must be paid the rate specified in the permit.

Overtime

A new feature of the orders is that they require the payment of time and one-half the regular rate after 8 hours in a day and 40 hours in a week. Previously the overtime rate was payable after 8 hours in a day and 44 hours in a week.

An exception from the 40-hour standard is permitted in places where, in accordance with the Hours of Work Act, the Board has approved an agreement between the employer and the employee to average hours over a fixed period. In such cases, an employee must be paid the premium rate for hours worked in excess of an average of 40 hours a week in the specified period.

Daily Guarantee

The daily guarantee provisions are similar to those in other British Columbia minimum wage orders. An employee must be paid at his regular rate of pay for the entire time spent at his workplace in response to a call, with a minimum of two hours pay for reporting for work and of four hours if he commences work, subject to the usual qualifications.

School students reporting for work on a school day must receive at least two hours pay.

Hours

Subject to the exceptions provided in the Hours of Work Act, hours may not exceed 8 in the day or 44 in the week.

In the hotel and catering industry, however, employees may work up to 9 hours in a day in case of emergency provided the 44-hour weekly limit is not exceeded.

Weekly Rest

Every employee must be given a weekly rest of 32 consecutive hours. In the exceptional cases where this is unsuitable, the Board may approve a different arrangement upon the joint application of the employer and the employee.

General Provisions

The three orders contain the usual provisions respecting semi-monthly pay, the posting of orders and work schedules and the keeping of records and employee registers.

Special Provisions, Hotel and Catering Industry

As before, the order for the hotel and catering industry forbids an employer to require an employee, as a condition of his employment, to partake of meals or

make use of lodging provided by the employer. If the employee voluntarily agrees, however, to accept board or lodging from the employer and if, in the opinion of the Board, the meals are inadequate, the lodging is unsuitable or the charge or deduction is unreasonable, it may require the employer to adjust the rates charged.

Charges or deductions from employees' wages for accidental breakages are again prohibited.

As formerly, employers in the hotel and catering industry are required to provide suitable restrooms and adequate toilet and washroom facilities for their employees. If an employer fails to provide proper facilities, the Board may order him to make the necessary changes within a specified time.

New Brunswick Minimum Wage Act

An order of the New Brunswick Minimum Wage Board establishing a minimum wage of \$1.05 an hour for time workers in forest and logging operations was gazetted November 28 and is to go into force on April 1, 1963.

According to press reports, the Minister of Labour stated that, before issuing the order, the Board had conducted about six months research into the forest industry, with particular emphasis on the economic impact of minimum wages on the industry. Detailed analyses and comparisons of wage levels, markets, production techniques and changing patterns in the industry were made, the Minister said.

Coverage

The coverage of the new order is similar to that of the Quebec forestry order (L.G., June 1962, p. 734). It governs all forestry operations including: road building and other construction and maintenance work, forest improvement work, reforestation projects, driving operations, forest fire protective work and clearing operations. Caterers, contractors, subcontractors and intermediaries connected with any of the above operations are specifically covered, as well as mills and other places producing lumber to be used exclusively in logging operations.

The order also covers all logging operations, including cutting, transportation, loading of wood on boats or railroad cars, and barking and slashing of wood before loading on boats or cars, but does not include the processing of wood outside the forest.

All employees in forestry and logging operations are covered except: officers, officials and persons employed in a confidential

capacity; crown employees; workers employed in mills or places where the wood is worked or processed, except employees in sawmills producing lumber for exclusive use in logging operations; persons engaged in transporting lumber outside the forest; and emergency fire fighters.

Minimum Rates and Overtime

The \$1.05-an-hour minimum for time workers is based on a 9-hour day, 54-hour week. One and one-half the minimum rate must be paid for all hours worked in excess of 54 hours in a week. The minimum overtime rate will not apply to stream driving until June 1, 1963, however.

Pieceworkers are to receive at least \$9.45 for a nine-hour day. Since their hours are not fixed, pieceworkers are not entitled to overtime.

Deductions

An employer may not charge an employee more than \$1.65 a day for board and lodging. The maximum charge for single meals is 55 cents.

Pay Periods

The order stipulates that all employees in forest and logging operations must be paid at least once a month.

Annual Review

The order will be reviewed annually.

Alberta Fire Prevention Act

Alberta has replaced its regulations designed to ensure the safe operation of oil burning equipment. Alta Reg. 565/62, issued under the Fire Prevention Act, adopts, for the first time, the Canadian Standards Association Standard B139-1962, *Installation Code for Oil Burning Equipment*, with some modifications. Gazetted October 31, it rescinds Alta. Reg. 655/57.

The modifications are in respect of certain provisions of the Code relating to permits and to the stipulation that oil burning equipment must not be installed unless approved by a recognized testing laboratory. The latter provision will not apply to portable oil burning equipment and brooder oil burners until one year after the regulations came into force, provided, however, that these types of equipment are acceptable to the Fire Commissioner or his officials.

The regulations further provide that no person may sell or offer for sale an oil burner or oil burning equipment unless it is approved by an acceptable testing agency.

This provision does not apply to portable oil burning equipment or brooder oil burners during a period of one year after the regulations came into force.

An obligation is imposed on the seller, installer and user of oil burners and oil

burning equipment to give the Fire Commissioner whatever information he may require with respect to the manufacturer, place of manufacture, trade name, certification of approval, and literature concerning the sale and installation of such equipment.

New Farm Safety Regulations In Great Britain

Great Britain has issued new regulations designed to protect farm workers against the risks of bodily injury while working at field machines in agriculture. A field machine is defined to mean any machine used in agriculture other than one for stationary use only.

The regulations, cited as the Agriculture (Field Machinery) Regulations, 1962, were made under the Agriculture (Safety, Health and Welfare Provisions) Act, 1956, which is administered by the Department of Agriculture, Fisheries and Food in England and Wales and by the Secretary of State in Scotland.

The most effective way to reduce accidents to agricultural workers to the minimum is to ensure that suitable guards and other safety devices are incorporated when the field machine is manufactured, thus preventing an employer from acquiring a new machine that is unsafe. It is also important to ensure that field machines rented to employers are suitably guarded. The regulations include provisions to achieve both these objectives.

To this end, effective from July 1, 1964, no person may sell to a purchaser for use in agriculture in Great Britain any field machine that is being sold for the first time, unless it complies with the safety requirements contained in Part II of the regulations.

A similar prohibition with regard to renting provides that no person may let on hire for use in agriculture in Great Britain any field machine that does not comply with the requirements of Part II. The effective date on which this provision applies to a particular type of field machine is determined by the category in which it falls in Schedule 2.

The regulations will come into effect in several stages in order to facilitate the redesign of new field machines to be sold on or after July 1, 1964, and the remodelling of machines that are not new to meet the standards prescribed. Certain general requirements that were practical to apply immediately to field machines came into force in 1962. All provisions relating to

new field machines will be in effect by July 1, 1964. A field machine is new if its first sale since manufacture, to a purchaser for use by him in agriculture, is made on or after July 1, 1964. Field machines that are not new are divided into five categories and the main regulations governing them come into force at various dates between July 1, 1964 and January 1, 1968. The five classes of field machines and the dates on which the regulations come into operation are set out in Schedule 2.

A field machine is defined to mean any machine used in agriculture other than one for stationary use only.

Main Part of Regulations

The main part of the regulations (Part II) consists of provisions designed to make the machine, including its components and associated equipment, safe for the worker to operate. The employer of a worker employed in agriculture is prohibited from causing or permitting him to work at a field machine that does not comply with these requirements.

In addition to specific requirements for the protection of workers against risks arising from the use of field machines generally, the regulations lay down definite rules for the guarding of the machine. The latter apply to certain types of field machines (power-driven potato spinners, chain saws, rotary hedge cutters and pick-up balers) and to a number of component parts of all field machines (such as shafting, pulleys, flywheels, etc.); they require the machine or component part to be so situated or guarded as to protect workers from coming in contact with it directly or by means of their clothes.

The regulations provide also for the proper maintenance of machinery, for properly constructed standing platforms, seats and footrests, and for a safe and convenient means of mounting and dismounting from a machine. They also require a device to be provided by which a machine may be quickly stopped.

Details of Requirements

The provisions concerning the guarding of components of field machines are applicable to shafting, pulleys, flywheels, gearing, sprockets, belts, chains, wings or blades of fans, and the reciprocating parts of field machines. There are certain exclusions. A component that is power-driven or operated by a ground wheel must be so situated or guarded that the worker is protected from coming in contact with it. Conveyor belts or chains must be properly guarded at run-on points and elsewhere to protect the worker from injury.

Other provisions relating to specific field machines lay down detailed requirements for the guarding of the machine. These apply to the digging reel of a power-driven potato spinner, chain saws, whether designed for operation by one or more persons, hedge cutters and pick-up balers.

The guarding of the operative parts of certain power-driven field machines is also provided for, i.e., those with rotating knives, fines, flails or other similar parts operating in or near the ground. A guard must cover the operative parts of the machine and must be installed as near to them as possible. Special provisions apply to operative parts that rotate in a vertical or horizontal plane, or nearly so.

Unless the cutter bar of a field machine has a reel extending at least one foot over the fingers, the points of the fingers must be completely and securely guarded, except when the cutter bar is in use or is being repaired or adjusted.

Every prime mover (engines or motor) must be fitted with a device to stop it quickly. The device is required to be readily accessible to the driver or worker operating the machine at the normal operating position, to be operable with light manual pressure, and to have its purpose and method of operation clearly indicated. When the device is set in the "off" or "stop" position, it must not be possible to restart the prime mover without resetting the device manually.

Every manually operated device fitted to a self-propelled field machine to lock the differential gear of the mutually opposite driving wheels must be so designed that the position of the controlling mechanism clearly indicates to the driver whether or not the gear is locked.

Every manually operated cock or valve that operates or isolates any part of the hydraulic or pneumatic system of a field machine must have an indicator to show the effect of movement of the cock or valve.

Every two-wheeled machine with a drawbar must, under specified conditions, be fitted with a jack to raise and lower the drawbar and to prevent it from falling.

To eliminate the hazards of pointed hooks and spikes, the regulations prohibit their use in attaching any bag or container to a field machine.

Every field machine (other than a trailer) on which a worker may have to stand during its operation must have a platform, constructed according to specifications, affording the worker adequate and flat standing space and a firm foothold, and the platform must be fitted with toeboards, guard rails and other safety devices.

To protect the worker from falling off and from getting his feet and legs injured, every field machine on which a worker sits while it is being operated must be fitted with a seat of adequate strength, which either has a backrest or is so shaped as to protect the worker from slipping from the seat. Footrests are also required to prevent contact of the worker's feet with any moving part of the machine, including ground wheels or track gear. If the ground wheel or track gear is adjacent to a seat or footrest, it must also be fitted with a guard to protect the worker's legs and feet.

To prevent the worker from falling in getting on and off the machine, especially in the case of higher machines, every field machine on which the worker is required to work more than 21 inches from the ground must have a suitable mounting step, not more than 21 inches high, combined with a handhold.

The detachment or failure of towing devices during the movement of field machines can result in serious injury to the driver of the prime mover itself or to a worker on the machine being towed. The regulations require, therefore, that towing devices used in connection with a field machine must be so constructed, fitted and maintained as to be secure for the purpose. Where a coupling pin is used, it must be firmly secured in position.

Proper maintenance of field machinery is important to ensure that accidents do not occur due to failure to detect defective parts. Every field machine must be so maintained that it is safe for the worker to use it. Safety devices must be of adequate strength, and properly secured in position and maintained.

Dangerous Acts

Workers and other persons are prohibited from doing certain dangerous acts. A worker may not ride on the drawbar of a field machine while it is towing or propelling

(Continued on page 78)

UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Total of claimants at end of October up by more than 20 per cent from number at end of September, statistics* show. Payments during month up 25 per cent

Claimants for unemployment insurance benefit numbered 244,100 on October 31. This figure was more than 20 per cent higher than the end-of-September total of 197,800, but was nearly 10 per cent less than the 268,700 reported on October 31, 1961.

More than 80 per cent of the increase since the previous month was made up of males.

Initial and Renewal Claims

Initial and renewal claims filed in October numbered 150,400, which was more than 50 per cent greater than the total of 98,300 in September, but 5 per cent less than that of 158,100 in October last year.

The increase in initial and renewal claims between September and October this year was considerably greater than during the same period last year, when it was 30 per cent. Monthly averages of claims, however, have been consistently lower this year than last year.

About 142,800, or 95 per cent, of the 150,400 claims filed during October arose out of separations from employment during the month, which was practically the same proportion as in September.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in October was estimated at 152,900, compared with 142,600 in September, and 173,300 in October 1961.

Payments during the month amounted to \$15,800,000, which was about 25 per cent more than the total of \$12,700,000 in September, but nearly 10 per cent below the \$17,100,000 reported in October 1961.

The average weekly payment was \$23.42 in October, \$23.36 in September, and \$23.52 in October last year.

* See Table E-1 to E-4, p. 97.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

Insurance Registrations

Reports for October showed that insurance books or contribution cards had been issued to 4,765,978 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1.

At October 31, registered employers numbered 337,244, a decrease of 61 since September 30.

Enforcement Statistics

During October, 9,907 investigations were conducted by enforcement officers across Canada. Of these, 6,054 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 200 were miscellaneous investigations. The remaining 3,653 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 268 cases, 67 against employers and 201 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,536.*

* These do not necessarily relate to the investigations conducted during this period.

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in October totalled \$30,065,935.05, compared with \$28,446,807.50 in September and \$29,356,750.29 in October 1961.

Benefits paid in October totalled \$15,753,718.61, compared with \$12,664,200.98 in September and \$17,115,047.91 in October 1961.

The balance in the Fund on October 31 was \$89,928,587.38; on September 30 it was \$75,616,370.94 and on October 31, 1961 it was \$154,737,081.07.

Monthly Report on the Operations of the National Employment Service

The number of vacancies notified by employers to local employment offices, and the number of placements effected, declined seasonally during the three months ended November.

But placement totals, compared with the same month in all previous years since 1945, continued to set records for each month.

In November 1962, some 108,400 placements were effected—10.1 per cent higher than the same month in 1961, 39.8 per cent higher than in 1960, and higher than in any November since 1945. Some 75,000 of these placements were of men, a total 6.5 per cent higher than last year's. Placements of women increased by a substantial 18.9 per cent over November 1961.

The regions' share in the improvement in placements varied considerably. The Atlantic Region recorded a decrease. Percentage changes over November 1961, by regions, were as follows:

Atlantic	—10.6
Quebec	+11.1
Ontario	+16.5
Prairie	+ 4.0
Pacific	+ 7.8

Some 4,350 of the placements effected in November involved the movement of workers from one local office area to another.

This total, as with placements generally, although reflecting a seasonal reduction, represented a year-to-year increase.

Vacancies notified to local offices during November followed much the same pattern as placements. The 130,700 vacancies were an increase of 6.9 per cent over November 1961. Vacancies for women amounted to some 43,800, a total 13.9 per cent higher than that last year and significantly higher than the 3.7-per-cent increase in vacancies for men, which totalled some 86,900 in November.

Up to November, a cumulative 1962 total of some 1,456,000 vacancies had been notified to local employment offices, an increase of 20.7 per cent over the corresponding 11 months in 1961. The 1962 eleven-month total was higher than for any corresponding period since 1947.

Cumulative total placements, January to November 1962, amounted to approximately 1,238,600, which was 21.0 per cent higher than the total in the corresponding period of 1961 and higher also than in the same 11 months in any year since 1945.

In summary, labour demand as reflected in the operations of the National Employment Service has been strong throughout the year, and although tapering off in the normal seasonal fashion, it remains at a significantly higher level than in previous years.

82nd Meeting, National Employment Committee

The National Employment Committee at its 82nd meeting expressed strong approval of the Treasury Board's act, at the instigation of Hon. Michael Starr, Minister of Labour, in inserting into contract forms between federal government departments and contractors the clause requiring recruitment of labour for all government contracts exclusively through the NES.

This step had been proposed by the Moncton local employment committee, and

passed by the Atlantic regional employment committee to the National Employment Committee, who in turn submitted the proposal to the Minister.

The Committee urged that steps be taken to ensure that the National Employment Service's staff needs shall continue to be met, in view of the special and direct contributions the NES has to make in organizing the work force and increasing employment.

Although it recognized the necessity for controls, under the Government's present program, on the filling of vacancies in the Civil Service, the Committee was unanimous in stressing the importance of maintaining NES staff at the most effective level possible in order to carry out its employment responsibilities.

The Committee, as a result of its study of the question whether the NES is adequate in the light of present-day conditions, resolved that the National Employment Service was to be commended on the general efficiency of its operations with the resources at present at its command, but that improved and augmented services in a number of specialized areas could add greatly to its effectiveness. Such expansion should be kept in mind in all future planning for the NES, the Committee said.

The National Employment Committee consists of representatives of employers' and employees' organizations, and of national organizations of women, veterans, agriculture and welfare. The Committee's function is to advise and assist the Unemployment Insurance Commission in carrying out the operations of the National Employment Service, and to meet with the Commission and with officers of the NES at frequent intervals to submit recommendations on the NES and to consider reports from the Commission.

Inclusion in the Committee membership of a representative of national educational organizations was urged, and the National Employment Service was requested to negotiate the matter further with the Canadian Education Association.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2072, November 15, 1962

Summary of the Main Facts: The claimant, 57 years of age, filed an initial application for benefit in Vancouver on January 29, 1962. She was registered for employment as a telephone operator, as which she had worked for the B.C. Telephone Company, Vancouver, from 1940 to October 24, 1961, when, she said, she was "laid off due to retirement age."

She explained that she had not reported sooner because she had broken her ankle on October 24. She submitted a medical certificate dated January 29, 1962 that said she had sustained an injury to her right ankle on October 24, 1961 but was now "able to go back to work."

In her application she said she was "capable and available full time, Greater Vancouver area."

On February 1 the local office asked her to state the specific type or types of employment she was available for. On February 2 she replied that she was available for "full-time PBX work."

Her claim was allowed and benefit was paid.

On April 2, a report of possible disqualification (Form UIC 493A) was made, stating that she had been told, by telephone, of a civil service competition for a telephone operator. She had replied that she could not work shifts and could work only between 8.00 a.m. and 5.30 p.m. On the form it had been noted that "Prospects are

remote as she has no typing skill and very few orders for PBX operators without typing are received."

On April 4, the local office wrote a letter to the claimant. The questions asked and her answers were:

Q. What hours per day are you available for work?

A. 8:30-5.

Q. Why can you not accept shift work?

A. Because it upsets my stomach and I get nervous tension.

On the evidence before him, the insurance officer on April 10 disqualified the claimant and suspended benefit (a) from April 1 to May 12 inclusive on the ground that she had, without good cause, refused to apply for a situation in suitable employment with the Civil Service Commission and (b) from April 1 on the grounds that she was not available for work inasmuch as she was unable to accept shift work, which was considered a normal requirement of her registered occupation (sections 59 (1) (a) and 54 (2) (a) of the Act.)

On April 13 she appealed to a board of referees, stating: "I do not feel I should have been disqualified for unemployment insurance because I prefer straight hours. However, I am willing to take shift work if there are any available jobs."

The claimant attended the hearing of her case by a board of referees in Vancouver, on May 2. The board, by a unanimous decision, confirmed both disqualifications imposed by the insurance officer and disallowed the appeal.

The Federation of Telephone Workers of British Columbia (Traffic Division), of which the claimant is a member, appealed to the Umpire on June 11. The appeal said:

In regard to [the first disqualification], first, the letter notifying her of the interview did not arrive at her residence until the day the interview was to be held, at which time she was reporting at the Unemployment Insurance Office at her appointed time. When she returned home and read the letter, it was too late to apply that day (Friday) so she telephoned the insurance office on the following Monday and discussed the listed competition, explaining why she had not applied at the appointed time. During this telephone conversation she explained that she did not feel the position was suitable as it involved shift work, but did not refuse to apply as the interview date was already passed.

The second question: Indefinite disqualification from April 1, 1962. The claimant was disqualified on the grounds that she has failed to prove she was available for work, yet she stated on February 2: "I am available for full time P.B.X. work". On April 6, in answer to the question, "What hours are you available for work?" she stated, "8:30 to 5:00" and her reasons. Therefore we do not feel that a disqualification was justified.

The Insurance Officer stated that "prospects are remote" and "very few orders for P.B.X. operators" as another reason for disqualification. This would indicate that there are some opportunities in this field and we feel the applicant would have a possibility of obtaining employment.

In response to a request from the local office, dated June 14, 1962, for information regarding the claimant's separation from the employ of the B.C. Telephone Company, the Employee Benefits Supervisor of the Company stated:

... [claimant] retired on pension from this Company under the terms of the Company Pension Plan, which provides that any female employee who reaches 55 years of age with 20 years' continuous service may elect to retire on pension whenever she wishes. The compulsory retirement age is 65 years.

[Claimant] elected to retire under the foregoing clause on November 1, 1961.

Regarding the circumstances under which the claimant was made aware of the employment vacancy, the local office reported that the Notice to Report (Form 715A) was issued on March 27 or 28, and the interview with the Employment Officer was set for March 29 or 30. Additional comments were:

Claimant did not receive the 715A until after she had been in our office for her weekly call to the Insurance Branch. She telephoned on the Monday, April 2, and as the competition was still open, she was advised of the particulars; she declined the offer for the reasons stated on the 493A [report of possible disqualification]. The [notice to report] was not sent to Insurance Branch because she did telephone to explain and was advised of the position via telephone.

Paragraph I of U.I.C. 575A [Appeal to the Umpire] is not true as claimant refused to go to the position, which was still open at the

time of the telephone call, on the grounds she did not want shifts. She can only work 8-5:30 P.M.

The claimant still could have applied up to and including April 2 had she been really interested.

Considerations and Conclusions: The record shows that the claimant was offered a situation in suitable employment and that she refused to apply therefor without good cause. The Federation's contention that it was too late to apply for the position is contrary to the placement officer's statement that the position was still open at the time of her telephone call to the local office on April 2, 1962.

Furthermore, the claimant's allegation that shift work "upsets my stomach and I get nervous tension" is not substantiated and, therefore, cannot be accepted as satisfactory evidence in that respect, particularly in view of her subsequent statement "I am willing to accept shift work if there are any available jobs." I consequently decide to maintain the disqualification which was imposed on the claimant pursuant to section 59 (1) (a) of the Act.

As to the question of the claimant's availability for work, there is evidence that she could have continued to work for the B.C. Telephone Company until she would have reached the age of 65 years, but elected to retire some eight years earlier. This and the fact that she refused to apply for suitable employment without good cause tend to show that she was not very anxious to work except on terms suitable to her.

In view of the foregoing, I am not prepared to question the unanimous finding of fact of the board of referees that the claimant failed to prove that she was available for work within the meaning of section 54 (2) (a) of the Act.

I consequently dismiss the Federation's appeal.

Decision CUB 2076, November 15, 1962

Summary of the Main Facts: The claimant, 56 years of age, filed an initial application for benefit on February 11, 1962. In the application she stated she had worked as a saleswoman for a manufacturer and distributor of cosmetics from June 23, 1945 to February 15, 1962, when she was laid off because, she said, "I was told that they were retiring me." Her rate of pay was \$100 a week, plus expenses.

In the Confirmation of Separation the employer said:

Increased territory was considered too heavy for a woman; therefore [the claimant] was withdrawn from the field. A position in beauty

division was offered to her, which she was subsequently not able to fill satisfactorily due to personality clash.

The claim was allowed.

In the early part of May the claimant wrote to the insurance officer to report that, on or about March 21, she had received "termination pay" amounting to \$5,200 gross.

On May 3 the employer wrote to the local office:

... in consideration of the number of years during which [the claimant] had served this Company, it was mutually agreed that she would be paid from the date of her leaving in the amount of one full year's salary.

The only description in your letter which does not actually fit her payment is "Gratuity or Bonus." The amount which was not separately broken down, was actually in lieu of termination pay, pay in lieu of notice, retirement credits, or severance pay.

As I stated previously, it was a payment based on a mutual agreement negotiated through [the claimant's] legal advisers.

On May 8 the insurance officer notified the claimant that her earnings were determined to be \$100 a week beginning February 18, and each subsequent week, to and including the week beginning February 3, 1963 (Regulations 172 and 173 (8)) and that the unemployment benefits she had been paid were considered to be an overpayment, "in the amount of \$243."

On May 16, [the claimant's solicitors] wrote to the manager of the local office:

We acted for [the claimant] at the time of her termination of employment . . . It was this firm's intention to commence an action on [her] behalf against her former employer for wrongful dismissal. After numerous consultations and correspondence, [claimant's] claim was settled. By way of settlement for her wrongful dismissal she received the sum of \$5,200, less various deductions, which represented one year's salary. This payment was not in any way in the form of a salary but rather as a settlement for her claim for wrongful dismissal.

Under the circumstances we respectfully submit that your notification is incorrect and would ask you to look into the matter further as it is our contention that [claimant] is entitled to unemployment insurance benefits.

On May 22, 1962, the regional claims officer wrote to the claimant's solicitors and said that, as it was apparent the claimant was not satisfied with the insurance officer's ruling, their letter dated May 16, 1962, quoted above, would be considered as her appeal to a board of referees.

The majority decision of the board of referees, which heard the case on June 7, 1962, reads:

The majority of the board in reviewing the evidence dealt with the employer's statement contained in their letter of May 3, 1962 . . .

It was also stated at that time in view of her service with the Company certain monies would be paid in lieu of notice. The claimant then sought legal counsel and a suit was

instituted for wrongful dismissal for an unstated amount of money. After negotiations, according to [solicitor], it was mutually agreed on that this amount would be \$5,200, equivalent to one year's salary. The claimant through her representative maintained that this was for an out-of-court settlement for wrongful dismissal.

It was further pointed out that pension benefits were terminated as of date of dismissal and that no amount of a former contributory portion would be allowed to be payable by the claimant.

The majority of the board has reviewed section 172 and 173 (1) and (8) of the Regulations in attempting to arrive at a decision. In no instance can the majority of the board find a parallel case.

It is the majority of the board's decision therefore, that . . . this is a payment for wrongful dismissal and therefore should not be considered as earnings for the purpose of benefit and that it does not come within the 173 (1) or (8) of the Regulations.

From the evidence produced, which the majority of the board feel was not in the possession of the insurance officer at the time of his decision, we reverse the insurance officer's decision and allow the appeal.

The chairman of the board of referees, who dissented, said:

I disagree with the decision of the majority of the board for the following reasons: In reviewing the evidence I find that a letter dated May 3, 1962, from the employer . . . states these facts. In paragraph three, and I quote, "it was mutually agreed that she would be paid from the date of her leaving in the amount of one full year's salary," which at the rate of \$100 per week would be a total of \$5,200.

In paragraph four. "The only description in your letter which does not actually fit her payment is "Gratuity or Bonus". The amount which was not separately broken down was actually in lieu of termination pay, pay in lieu of notice, retirement credits or severance pay."

I feel that these items should be especially broken down, more particularly, in lieu of termination pay and pay in lieu of notice. Also on page three while it was stipulated by the claimant's solicitor that this was for wrongful dismissal or, as he explained, for damages, but there is no evidence presented as to what the damages were. Further, by way of settlement for a wrongful dismissal she received the sum of \$5,200, less deductions, which represented one year's salary.

While there is no CUB's of previous Umpire's Decisions, I feel that the amount received which when broken down would stipulate how much should be allotted as earnings and that determination of earnings . . . was properly made and came under Regulations 172 and 173 (1 & 8), and therefore the insurance officer's decision was correctly made and I do not feel the appeal would be allowed.

From the majority decision of the board of referees, the insurance officer appealed to the Umpire on August 1. His grounds for appeal, which are contained in a submission dated August 31, 1962, read:

... 8. It is submitted that the majority decision of the board of referees is in error.

9. The evidence shows that this is a payment covered by Regulation 172 (1) (b), since the payment arises out of the claimant's contract of employment. This is evident in that such payment was made in settlement for an alleged breach of the claimant's contract of

employment. The payment is therefore earnings unless provided for by the exceptions listed in Regulation 172 (2).

10. The payment is made by reason of the termination of the Claimant's contract of service and the only applicable exception, if there be any, would be in Regulation 172 (2) (f); the words "bonuses, gratuities" do not apply since the evidence is clear that the employer was under obligation to pay to avoid litigation.

11. The application of the terms "severance pay or retirement payments" may require more consideration. However, these terms are generally used to refer to certain specific payments made in accordance with a labour agreement or an established practice of an employer, rather than to a payment agreed upon in a particular case to effect settlement of a grievance for alleged wrongful dismissal or for alleged breach of the contract of service.

12. On the other hand, the exception in Regulation 172 (2) (f) does not comprise all payments made by reason of the termination of the claimant's contract of service. The only payments excepted from the definition of earnings by this subsection are those specifically mentioned therein. The intention of the earnings Regulations in this respect is made evident from the fact that provision is made for the allocation of other types of termination or separation payments by Regulation 173, particularly by subsection (4), (5) and (8). With respect to subsections (4) and (5), some pertinent types of payments are "wages in lieu of notice" and "other monies received at the occasion of separation". In subsection (8), "retroactive payments of wages or monies in lieu of wages awarded to a dismissed employee, whether he is reinstated or not," is also a pertinent type of payments.

13. The payment made by the employer to the claimant involved in the present appeal would appear to be closely fitting a payment of wages or monies in lieu of wages awarded to a dismissed employee, as such payment is ordinarily made for wrongful dismissal and this is precisely the description made by the claimant's representative in this case.

14. It may be contended that the term "retroactive" contained in Regulation 173 (8) does not apply to the total amount of \$5,200, since this amount was paid to cover the claimant's salary for one year and only part of that period was prior to the date of the payment. However, this point is not material, since the payment would in any case come under the description "other monies received at the occasion of separation" and its allocation would be to the same period of time under Regulation 173 (4).

15. It is respectfully submitted that the decision of the board of referees should be reversed and the insurance officer's appeal allowed.

The claimant requested an oral hearing before the Umpire. The hearing was held in Toronto on September 28, 1962.

Considerations and Conclusions: The employer stated in his letter dated May 3, 1962 that the monies "in the amount of one full year's salary" which were paid to the claimant were in consideration of the number of years she had served the company and that the said amount, "which was not separately broken down, was actually in lieu of termination pay, pay in lieu of notice, retirement credits or severance pay," but not as a bonus or a gratuity. Accord-

ing to the letter signed by the claimant's solicitor and dated May 16, 1962, the payment of \$5,200, "less various deductions," was "as a settlement for her claim for wrongful dismissal." Other than that, the record contains no information regarding what the terms of the claimant's contract of employment and those of the effected settlement exactly were.

On that evidence, the majority members of the board of referees, it seems, accepted the contention that this was a payment for wrongful dismissal which could not be considered as earnings and concluded that it did not come under subsection (1) or (8) of Regulation 173. The dissenting member expressed the opinion that, as there was no evidence "as to what the damages" for wrongful dismissal were, the "items" mentioned in the employer's letter, viz., payment in lieu of termination pay, pay in lieu of notice, retirement credits and severance pay, "should be especially broken down" in order to determine "how much should be allocated as earnings" and that, as this had not been done, "the determination of earnings as listed in [the decision of the insurance officer] was properly made and came under Regulations 172 and 173 (1) and (8)."

In my opinion, Regulation 172, as its title denotes, is the only provision which should be used in order to determine what should or should not be considered as earnings for benefit purposes. Regulation 173 provides exclusively for the allocation of a claimant's income to specific periods or weeks in specific instances, *after* such income has been determined to be earnings in accordance with Regulation 172. For example, the phrase "retroactive payments of wages or monies in lieu of wages awarded to a dismissed employee" in subsection (8) of Regulation 173 cannot be interpreted as meaning that all "retroactive payments, etc." are necessarily earnings, but only that once a *retroactive* payment of that kind is an income coming under subsection (1), and is not excepted by subsection (2), of Regulation 172, such should be allocated in accordance with subsection (8) of Regulation 173.

From the foregoing it can be seen that all three members of the board of referees appear to have been confused as to the real issue in the instant case, viz., were the monies which were paid to the claimant in the nature of an income arising out of her services with Limited or of her contract of employment with that employer, and, if so, was such income, in whole or in part, one of the kinds enumerated in subsection (2) of Regulation 172?

Regardless of whether, as stated by the employer, the monies were paid to the claimant in consideration of the number of years she had served the company or, as stated by the claimant's solicitor, the payment was "as a settlement of her claim for wrongful dismissal," there can be, in my view, no disputing of the fact that the monies were in the nature of an income arising out of her services or of her contract of employment and, therefore, were earnings within the meaning of subsection (1) of Regulation 172.

The answer to the other part of the aforementioned question, namely "Was such income in whole or in part one of the kinds enumerated in subsection (2) of Regulation 172?" is the same as that which, according to the evidence in the record, must be given to this other question: Has the claimant satisfactorily discharged the onus of proving that the monies paid to her by the employer were in the nature of one or more of the exceptions mentioned in paragraph (f) of subsection (2) of Regulation 172, which reads:

For the purpose of subsection (1) that portion of the income of a claimant that is derived from any of the following sources shall not be considered as earnings . . .

(f) bonuses, gratuities, severance pay or retirement payments payable at the time of, or after, the termination of the claimant's contract of service or prior thereto in contemplation of the termination . . .

In that connection, the statement made by the employer indicates that the monies

were paid for a number of specific reasons, some of which are expressed in terms identical or very similar to those used in the above quoted paragraph (f), and if that statement was substantiated in detail, it might bring the case within the purview of that paragraph. However, that statement was not substantiated by any definite proof, such as perhaps the contract of employment itself or the settlement which was made, that the monies were, in fact, paid for the reasons mentioned therein. Moreover, the total amount paid "was not separately broken down." Therefore, the employer's statement cannot be accepted as satisfactory evidence that such monies were in the nature of the exceptions mentioned in paragraph (f).

In view of the foregoing, I decide that the monies paid to the claimant are earnings to be taken into account for the purposes of determining, under section 56 of the Act, the amount of benefit payable to her.

Furthermore, as the monies were paid to the claimant "in the amount of one full year's salary" and were in consideration of the number of years she had served the company and also as a settlement of a claim for wrongful dismissal, they were for all practical purposes "monies received at the occasion of separation" and shall be allocated in accordance with the provisions of subsection (4) of Regulation 173.

I consequently decide to allow the insurance officer's appeal.

New Farm Safety Regulations, Great Britain

(Continued from page 66)

another machine or on the drawbar of the machine towed or propelled. He is also forbidden to mount or, except in an emergency, dismount from a self-propelled field machine while towing or propelling another machine. The employer of the worker is also made responsible for the observance of these requirements, which are set out in Part III of the regulations.

Part IV imposes on the worker certain obligations with respect to the use of safety appliances. He must keep in position and make full use of all prescribed safety devices. A worker of 16 or over may, however, remove a guard from a field machine which is not in motion in order to clean, repair or adjust it. He may also remove a guard while the machine or a part of it is in motion to make an essential adjustment that cannot otherwise be made. He may temporarily remove a guard from a

prime mover in order to start it by hand. The operator of a field machine is required to report immediately to his employer any damaged or defective safety device.

Part V contains requirements applicable to employers, workers and other persons. It provides that no person may set a self-propelled field machine in motion except from the driving position or, except in an emergency, leave the driving position while the machine is in motion. A person other than a worker is not to be held liable for a contravention of these requirements unless his failure to comply would expose a worker to risk of injury.

The regulations provide for the granting of certificates of exemption in suitable cases, permitting the Minister to exempt particular persons or cases from the regulations for a specified period and subject to such conditions as he may impose.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during November Works of Construction, Remodelling, Repair or Demolition

During November the Department of Labour prepared 120 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 96 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 97 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited, and the Departments of Defence Production, Mines and Technical Surveys, Northern Affairs and National Resources, Post Office and Public Works.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in November for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	180	\$1,756,237.00
Post Office	12	580,136.25

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during November

During November the sum of \$9,580.84 was collected from 15 contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 139 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during November

Department of Agriculture

Ste Anne de la Pocatiere Que: Maurice Langlais, repairs to heating system, Science Service Laboratory. *Brandon Man:* R E Turner, installation of laboratory benching, Experimental Farm. *Theodore Sask:* Matheson Bros Ltd, construction of Theodore Dam on Whitesand River.

Atomic Energy of Canada Limited

Chalk River Ont: Turnbull Elevator of Canada Ltd, installation of freight elevator, 2nd north extension, Metallurgy Bldg 465; Lincraft Ltd, installation of laboratory furniture, 2nd north extension, Metallurgy Bldg 465. *Douglas Point Ont:* United Steel Corporation Ltd, installation of steel stairs, hand rails, plastic grips, etc, for turbine, service & administration bldgs; Schreiber Bros Ltd, installation of roofing, insulation & flashing for administration bldg, pumphouse, guardhouse, service bldg & ancillaries; Consolidated Glass Industries Ltd, fenestration & column cladding, Administration Bldg; Plate & Structural Steel Ltd, installation of steel liner for calandria vault; G M Gest Contractors Ltd, electrical installation. *Whiteshell Man:* Malcolm Construction Co Ltd, construction of active area shop bldg 412 (Stage II), NRE.

Central Mortgage and Housing Corporation

Pierrefonds (Montreal) Que: Miron Co Ltd, asphalt paving & related work for Cloverdale Apartments. *Weyburn Sask:* Home Development Co Ltd, construction of 20 housing units (FP3/62).

In addition, this Corporation awarded 14 contracts containing the General Fair Wages Clause.

Department of Citizenship and Immigration

Pointe Bleue Indian Agency Que: Rene Cote, repairs & improvements to pump house, Pointe Bleue IR. *Stony-Sarcee Indian Agency Alta:* Revelstoke Building Materials Ltd, construction of two houses, Sarcee IR.

Defence Construction (1951) Limited

Blandford N S: Seaport Contractors & Landscape Ltd, construction of access road & site clearing, Naval Radio Station. *Cornwallis N S:* Rodney Contractors Ltd, exterior cladding of various bldgs, HMCS Cornwallis. *Dartmouth N S:* Trynor Construction (Newfoundland) Ltd, repairs to runway 11-29, HMCS Shearwater. *Shelburne N S:* Rodney Contractors Ltd, construction of five housing units. *La Macaza Que:* Malach Roofing & Flooring Ltd, construction & installation of 114 storage units for carports, RCAF Station.

Gloucester Ont: L Zuccarini Ltd, construction of water treatment plant. *Cold Lake Alta*: Mix Bros Construction Co Ltd, construction of roads, site grading & services for 200 married quarters, RCAF Station. One contract was awarded in the restricted category.

Building and Maintenance

Goose Bay (Labr) Nfld: J W Lindsay Construction Co Ltd, runway & parking apron repairs, RCAF Station. *St Jean Que*: Fiber-Plast Co Ltd, application of plastic laminate finish in shower rooms of three barrack blocks at CMR.

In addition, Defence Construction (1951) Ltd awarded one contract containing the General Fair Wages Clause.

Department of Defence Production

Bedford N S: Construction Equipment Co Ltd, replacement of structural steel boat landing, north jetty magazines. *Lancaster Park Alta*: O K Construction Ltd, paving access road to fire hall, RCAF Station "Namao". *Comox B C*: Richards-Wilcox Canadian Co Ltd, modification of rail & installation of rollite steel door, RCAF Station.

In addition, this Department awarded 33 contracts containing the General Fair Wages Clause.

Department of Mines and Technical Surveys

This Department awarded four contracts containing the General Fair Wages Clause.

National Harbours Board

Halifax N S: Steen Mechanical Contractors Ltd, installation of heating system in sheds 20 & 21, Ocean Terminals. *Montreal Que*: Hiland Ltd, construction of offices at Grain Elevator No 3; Cambrian Construction Ltd, construction of transit shed at Section 51. *Vancouver B C*: Hydraulic Service & Equipment Co Ltd, replacement of car haul machinery, Elevator No 2.

Department of Northern Affairs and National Resources

Fundy National Park N B: Dexter Construction Co Ltd, repairs to roads & highway. *Point Pelee National Park Ont*: Rante Enterprises (Amherstburg) Ltd, construction of substructure of boardwalk in marshland.

In addition, this Department awarded three contracts containing the General Fair Wages Clause.

Post Office Department

This Department awarded three contracts containing the General Fair Wages Clause.

Department of Public Works

Glovertown South Nfld: Louis Briffett & Sons Ltd, wharf repairs. *Western Bay Nfld*: Gordon Burden, repairs & renovations to postal accommodation. *Charlottetown P E I*: Robert J Petrie, construction of workshop for Department of Fisheries. *Sydney N S*: T C Gorman (Nova Scotia) Ltd, repairs to main jetty at Point Edward Naval Base. *Westport N S*: E K Potter Ltd, sheathing wharf. *Gaspé (Sandy Beach) Que*: Eloie Boulay, construction of shed. *Lauson Que*: Geo T Davie & Sons Ltd, repairs to coal hopper & chute, Lorne Dry Dock. *L'Epiphanie Que*: Prieur Entreprises Inc, construction of federal bldg. *Mansonville Que*: Frank Klopfer, construction of post office. *Notre Dame du Nord Que*: Drolet & Ringuette Ltee, construction of federal bldg. *Rivière au Tonnerre Que*: Dimock & Albert, wharf reconstruction. *Rollett Que*: Charest Construction, reconstruction of wharf. *Sept-Iles Que*: Lionel Lebel, wharf repairs. *Etobicoke Ont*: Woodings Cleaning Service, cleaning interior of Post Office. *Ottawa Ont*: Corrigan Electric, supply & installation of emergency lighting systems in Veterans Memorial Bldg, Trade & Commerce Bldg, Wellington St, & Surveys & Mapping Bldg, Booth St; Federal Plumbing & Heating, supply & installation of natural gas system throughout Royal Canadian Mint, 320 Sussex Drive. *Ashern Man*: Dauphin Fixtures Ltd, construction of post office. *Fort Garry (Winnipeg) Man*: Modern Building Cleaning Service of Canada Ltd, interior cleaning, letter carrier depot. *Somerset Man*: Du Pasquier & Pele Construction, construction of post office. *Birch Hills Sask*: H J Tubby & Son, construction of post office. *Glaslyn Sask*: H P Friedrich, construction of post office. *Hague Sask*: Shoquist Construction Ltd, construction of post office. *Lafleche Sask*: Knutson Construction Co Ltd, construction of post office. *Lestock*

Sask: Logan Stevens Construction Ltd, construction of post office. *Maryfield Sask:* Neufeld & Klassen Builders Ltd, construction of post office. *Neudorf Sask:* C M Miners Construction Co Ltd, construction of post office. *Northgate Sask:* Swertz Bros Construction Ltd, construction of Customs highway office. *Star City Sask:* C M Miners Construction Co Ltd, construction of post office. *Sturgis Sask:* Wm Slowski, construction of post office. *Wakaw Sask:* Shoquist Construction Ltd, construction of post office. *Young Sask:* C W Hill Construction Ltd, construction of post office. *Bashaw Alta:* R Holzer Construction, construction of post office. *Bentley Alta:* R Holzer Construction, construction of post office. *Coutts Alta:* Getkate Masonry Construction Ltd, construction of post office. *Edgerton Alta:* R Holzer Construction, construction of post office. *Irma Alta:* R Holzer Construction, construction of post office. *Deep Cove B C:* Victoria Pile Driving Co Ltd, approach renewal. *Kelsey Bay B C:* Gagne & Son Construction Ltd, fender pile repairs. *Port Alberni B C:* McLellan Contracting Co Ltd, assembly wharf repairs. *Fort Neville B C:* Greenlees Piledriving Co Ltd, float renewal.

In addition, this Department awarded 39 contracts containing the General Fair Wages Clause.

The St. Lawrence Seaway Authority

Beauharnois Que: Planned Renovators Ltd, partial painting of Beauharnois Tunnel. *Lachine Que:* Charles Duranceau Ltd, asphalt patching, Lachine Canal. *St Lambert & Ste Catherine Que:* Charles Duranceau Ltd, asphalt patching at Locks.

Department of Transport

Cape Norman Nfld: Twillingate Engineering & Construction Co Ltd, construction of lighthouse tower, fog alarm bldg & landing storage shed & demolition of existing bldgs. *Candlebox Island N S:* Wallace D'Eon & Bernard D'Eon, construction of double dwelling & combined fog alarm bldg & light tower, demolition of existing bldg. *Halifax N S:* Kenney Construction Co Ltd, enlargement of heating plant facilities & installation of additional oil-fired boiler, International Airport. *Fredericton N B:* Weyman Construction Co Ltd, modification to VOR Bldg for installation of TACAN. *Saint John N B:* W G Usher Co Ltd, construction of non-directional beacon & back beam marker, runway 05, bldg & services. *Dorval Que:* Sestock Construction Ltd, construction of fire hall bldg & related work, Montreal Airport. *Fox River Que:* Adelard Cotton, modifications to Coast Station Bldg & site development. *Montreal Que:* The Highway Paving Co Ltd, resurfacing hydrant operating plant, International Airport. *London Ont:* Harrison & Green Construction Ltd, construction of water supply pumphouse, Airport. *Malton Ont:* J M Fuller Ltd, construction of ILS, runway 05R, Toronto International Airport. *Toronto Ont:* Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, installation of power supply to control tower & instrument landing system, International Airport. *Donavon Sask:* Peter Boorberg Enterprises Ltd, installation of power supply. *Lumsden Sask:* Peter Boorberg Enterprises Ltd, installation of power supply. *Saskatoon Sask:* Jim Patrick Ltd, prefabrication, supply & installation of back beam marker bldg & related work. *Yorkton Sask:* Peter Boorberg Enterprises Ltd, installation of power supply. *Calgary Alta:* McCormick Electric Ltd, construction of localizer bldg, runway 34 & related work, Municipal Airport. *Edmonton Alta:* McCormick Electric Ltd, installation of fire alarm system, International Airport; D L Guthrie Construction, supply, precut & partial prefabrication of antenna tuning houses & related work. *Kamloops B C:* Cooper & Gibbard Electric Ltd, installation of lights on runway 08-26 & related taxiways.

H.D. Woods Again Director of McGill Industrial Relations Centre

Prof. H. D. Woods has been re-appointed Director of McGill University's Industrial Relations Centre, and Mrs. Frances Bairstow has been named Assistant Director.

Prof. Woods founded the Centre some 14 years ago, and resigned as Director in 1960 to accept a Ford Foundation Faculty Research Fellowship for the year 1960-61, under which he undertook a study of Canadian labour relations policy.

Prof. Edward C. Webster served as Director of the Centre and as Chairman of McGill's annual industrial relations conferences in the period between Prof. Woods' resignation and re-appointment.

PRICES AND THE COST OF LIVING

Consumer Price Index, December 1962

The consumer price index (1949=100) was unchanged at 131.9 between November and December. The December index was 1.6 per cent above the index of 129.8 a year earlier.*

For the year 1962, the index averaged 130.7, which was 1.2 per cent above the 1961 annual index of 129.2.

During the month, fractional increases in the food and housing indexes balanced declines in the clothing and transportation indexes. The three remaining component indexes were unchanged.

The food index increased 0.1 per cent from 127.7 to 127.8. Prices were higher for bread and most cereals, sugar, apples and most fresh vegetables, particularly tomatoes. Beef and pork prices receded further from their October peaks. Prices were lower also for eggs, citrus fruits, bananas and orange juice.

The housing index rose 0.1 per cent from 135.6 to 135.7 as both the shelter and household operation components moved upward. In shelter, the rent index was unchanged but the home-ownership index was higher. In household operation, higher prices for furniture, textiles, utensils and equipment outweighed lower prices for floor coverings.

The clothing index declined 0.2 per cent from 116.0 to 115.8. Lower prices for women's and children's wear, particularly winter cloth coats, offset increases for men's wear, footwear, piece goods and clothing services, including laundry, dry cleaning and shoe repairs.

The transportation index declined 0.3 per cent from 140.6 to 140.2 as a result of further price declines for gasoline. These latest decreases brought the price of gasoline to its lowest level since 1949. Some price increases occurred for automobile tires.

The health and personal care, recreation and reading, and tobacco and alcohol indexes all remained at their November levels of 159.8, 148.2 and 117.8 respectively.

City Consumer Price Indexes, November 1962

Consumer price indexes (1949=100) between October and November rose in eight of the ten regional cities and remained

unchanged in the other two.* Increases ranged from 0.1 per cent to 0.5 per cent.

Food indexes rose in seven cities, fell in one, and held firm in two; increases ranged from 0.2 per cent in three cities to 1.3 per cent in Montreal. The housing indexes were higher in five cities and unchanged in five. Of the clothing indexes, seven were up, one down, and two unchanged. Nine of the indexes for transportation rose while the other fell. In the health and personal care group there were two higher indexes, five lower, and three unchanged. The recreation and reading index rose in all ten cities. The tobacco and alcohol index was unchanged in six cities but fell in the other four.

Percentage changes in regional consumer price indexes between October and November were: Montreal +0.5 per cent, Ottawa +0.5, Winnipeg +0.5, Edmonton-Calgary +0.4, Vancouver +0.3, Halifax +0.1, Toronto +0.1, Saskatoon-Regina +0.1. The indexes for St. John's and Saint John were unchanged.

Point changes in regional consumer price indexes between October and November were: Montreal +0.7 to 132.0; Ottawa +0.6 to 132.7; Winnipeg +0.6 to 130.1; Edmonton-Calgary +0.5 to 127.4; Vancouver +0.4 to 130.6; Halifax +0.1 to 130.9; Toronto +0.1 to 133.2; Saskatoon-Regina +0.1 to 128.0. St. John's and Saint John remained unchanged at 118.1† and 131.4 respectively.

Wholesale Price Index, November 1962

The general wholesale index (1935-39=100) rose 0.3 per cent in November to 242.3 from 241.6 in October and was 3.0 per cent higher than the November 1961 index of 235.3. Four major group indexes were higher, three declined, and the remaining one, the chemical products group index, was unchanged at 190.1.

The vegetable products group index rose 1.5 per cent to 213.3 from 210.1, and the textile products group index increased 0.4 per cent to 244.1 from 243.2. Advances of 0.2 per cent or less occurred in two major group indexes, non-ferrous metal products to 194.7 from 194.4, and wood products to 319.1 from 319.0.

* See Table F-2, page 100.

† On base June 1951=100.

* See Table F-1, page 100.

The non-metallic minerals products group index dropped 0.6 per cent to 189.5 from 190.6, the iron products group index moved down 0.3 per cent to 255.0 from 255.7, and the animal products group index declined negligibly to 268.8 from 269.4.

The residential building material price index (1935-39=100) edged up from 296.1 to 296.2 between October and November. On the base 1949=100 it was unchanged at 129.9.

The non-residential building material price index (1949=100) moved up from 132.1 to 132.4.

The index of Canadian farm product prices at terminal markets (1935=39) advanced 1.2 per cent, from 230.4 to 233.2, in the three-week period ended November 23.

U.S. Consumer Price Index, November 1962

The United States consumer price index (1957-59=100) was unchanged at 106.0 in

November. During a year of relative price stability, the rise in living costs has totalled 1.3 per cent.

Biggest factors in the 12-month increase were a 6.2-per-cent rise in used car prices, a 3.1-per-cent jump in the cost of medical care and a 2.2-per-cent rise in food prices.

British Index of Retail Prices, October 1962

The British index of retail prices dropped again—the fourth successive monthly decline—between mid-September and mid-October. On the base Jan. 16, 1962=100, it declined slightly from 101.5 to 101.4; on the base Jan. 17, 1956=100, it moved down from 119.3 to 119.1.

Although the "services" group index increased, as a result of higher movie admissions and charges for hairdressing, shoe repairs, laundering and dry cleaning, the rise was not large enough to change the total index.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 171

Annual Reports

1. CANADA. NATIONAL EMPLOYMENT SERVICE. EXECUTIVE AND PROFESSIONAL SECTION. *Supply and Demand, University Graduates, 1962-63*. Ottawa, 1962. Pp. 34.

Prepared for undergraduate, graduating and graduate students at Canadian universities and colleges and contains information concerning starting salaries and trends in many different fields.

2. GREAT BRITAIN. CENTRAL STATISTICAL OFFICE. *National Income and Expenditure, 1962*. London, HMSO, 1962. Pp. 90.

3. GREAT BRITAIN. FACTORY INSPECTORATE. *Annual Report of the Chief Inspector of Factories on Industrial Health, 1961*. London, HMSO, 1962. Pp. 63.

Business—Small Business

4. U.S. SMALL BUSINESS ADMINISTRATION. *Small Marketers Aids: Annual No. 4*. Edited by Robert A. Litzberg. Washington, 1962. Pp. 90.

The topics covered in this volume are selling, cost control, personnel management, external management assistance, human relations, administrative practices, competitive strategy, and business-government relations.

5. TOWER, RALPH BURNETT. *A Handbook of Small Business Finance*. 6th ed. Revised by Staff Members of the Small Business Administration. Washington, U.S. Small Business Administration, 1962. Pp. 81.

Contents: Financial Statements. Financial Management. Ratio and Turnover Rates. Banking Relationships. Term Loans, Accounts Receivable, and Inventory Financing. Some Other Sources of Financial Assistance for Small Manufacturers. The Cash Budget. The Small Business Administration's Lending Program. The Small Business Administration's Investment Program.

Cambridge Economic Handbooks

The following seven handbooks were published in Chicago by the University of Chicago Press in 1962.

6. BAUER, PETER TAMAS. *The Economics of Under-developed Countries*, by Peter T. Bauer and Basil S. Yamey. Pp. 271.

Some of the topics discussed in this book are national income and capital, labour and its distribution, natural resources, population, underemployment and underemployment, remuneration, capital and economic development. The second part of the book deals with government and economic development.

7. HARROD, ROY FORBES. *International Economics*. 4th ed. Pp. 186.

Partial Contents: The Gain from Foreign Trade. Potential and Actual Gain. Comparative Price Levels. Foreign Exchange. The Balance of Trade. Correcting an Imbalance.

8. HENDERSON, Sir HUBERT DOUGLAS. *Supply and Demand*. Pp. 142.

Contents: The Economic World. The General Laws of Supply and Demand. Utility and the Margin of Consumption. Cost and the Margin of Production. Joint Demand and Supply. Land. Risk-bearing and Enterprise. Capital. Labour. The Real Costs of Production.

9. MATTHEWS, ROBERT CHARLES OLIVER. *The Business Cycle*. Pp. 300.

Partial Contents: Some Formal Models of the Cycle. Investment: (1) The Acceleration Principle and its Generalization. Investment: (2) Replacement, Technical Progress, and Other Influences. Inventory Investment. Investment in House-Building. Consumption. Money and Finance. The Ceiling. Periodicity and the Problem of Major and Minor Cycles. The Trend and the Cycle. Policy for the Control of the Cycle.

10. REES, ALBERT. *The Economics of Trade Unions*. Pp. 208.

Discusses the impact of trade unions on wage structure, prices, employment, productivity, and the distribution of income.

11. ROBERTSON, Sir DENNIS HOLME. *Money*. 4th ed. Pp. 187.

Partial Contents: The Merits and Drawbacks of Money. The Value of Money. The Quantity of Money. The Gold Standard. Money and Saving. The Question of the Standard. The Question of the Cycle.

12. ROBINSON, EDWARD AUSTIN GOSSAGE. *The Structure of Competitive Industry*. Rev. ed. Pp. 156.

Examines "the forces which determine the size and structure of firms, and those further forces which determine the minimum efficient scale of an industry."

Education, Vocational

The following four books were issued by the federal Department of Labour in Ottawa and were published by the Queen's Printer between 1958 and 1960. Analyses prepared by a national committee appointed by the Department of Labour.

13. *An Analysis of the Electrical Trade, Construction*. Pp. 94.

14. *An Analysis of the Radio and Television Service Trade*. Pp. 131.

15. *An Analysis of the Steamfitting Trade, Construction*. Pp. 37.

16. *An Analysis of the Welding Trade*. Pp. 43.

European Economic Community

17. EUROPEAN ECONOMIC COMMUNITY. COMMISSION. *Exposé sur l'évolution de la situation sociale dans la Communauté en 1960*. [Bruxelles?] 1961. Pp. 344.

18. GREAT BRITAIN. TREASURY. INFORMATION DIVISION. *Britain and the European Communities; Background to the Negotiations*. Prepared by the Information Division of the Treasury and the Central Office of Information. London, HMSO, 1962. Pp. 48.

"... This booklet presents an analysis of the structure and aims of the Communities, the economies of Western Europe as a whole, and the character of its trade, with special reference to the trade of Britain and the rest of the Commonwealth with these countries."

Industrial Relations

19. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Proceedings of the Fourteenth Annual Meeting, New York City, December 28 and 29, 1961*. Edited by Gerald G. Somers. Madison, Wis., 1962. Pp. 437.

Some of the topics discussed at this meeting were unemployment, work rules, union government, the role of labour history, wage determination, management practices, and labour force analysis.

20. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Public Policy and Collective Bargaining*. Editors: Joseph Shister [and others] New York, Harper, c1962. Pp. 248.

Partial Contents: The Obligation to Bargain in Good Faith, by Robben W. Fleming. The Union Security Issue, by Paul E. Sultan. The Weapons of Conflict: Picketing and Boycotts, by Donald H. Wollett. Collective Bargaining and the Antitrust Laws, by George H. Hildebrand. Legal Regulation of International Union Affairs, by Joseph R. Grodin. United States and Canadian Experience: a Comparison, by Harry D. Woods.

21. MCGILL UNIVERSITY, MONTREAL. INDUSTRIAL RELATIONS CENTRE. *Research Frontiers in Industrial Relations Today*. [Fourteenth Annual Conference, April 26 and 27, 1962] Frances Baird, ed. Montreal, 1962. Pp. 125.

Contents: Research in the Labour Field—New Approaches and Needs, by George V. Haythorne. Human Relations Research in Industry: Some Things Learned, by Victor H. Vroom. The Future of Personnel Administration, by Charles A. Myers. The New Look in Industrial Relations Research: Organizational Behaviour, by Leonard R. Sayles. An Appraisal of the Frontiers of Research in Industrial Relations, by Sar A. Levitan.

22. *Primer of Labor Relations*. 12th ed. Washington, Bureau of National Affairs, 1961. Pp. 91.

Contents: The Law of Labor Relations: a Bird's Eye View. Who is Covered by the Law. Employees' Organizing Rights. Choosing a Bargaining Agent. The Duty to Bargain. Lawful and Unlawful Union-Security Clauses. Strikes, Picketing, and Boycotts. Settlement of Disputes. Regulations of Unions. How to Use the Taft-Hartley Act.

23. U.S. PRESIDENT'S ADVISORY COMMITTEE ON LABOR-MANAGEMENT POLICY. *The Benefits and Problems incident to Automation and Other Technological Advances; Report.* Washington, G.P.O., 1962. Pp. 11. Arthur J. Goldberg, Secretary of Labor, chairman.

Contains 11 recommendations for encouraging automation and technological changes without "serious social consequences growing out of the displacement of workers." Includes dissenting comments by Arthur F. Burns, president of the National Bureau of Economic Research and Henry Ford II, chairman of the board of directors of the Ford Motor Company.

Labour Organization

24. FLAGLER, JOHN J. *Building the Local Union Education Program.* Iowa City, Bureau of Labor and Management, College of Business Administration, State University of Iowa, 1961. Pp. 28.

Briefly describes such things as defining the job of the education committee, organizing materials, staffing programs, recruiting participants, and planning for improvement.

25. FRENCH, DORIS CAVELL (MARTIN). *Faith, Sweat and Politics; the Early Trade Union Years in Canada.* Toronto, McClelland and Stewart, c1962. Pp. 154.

Although this is an account of the early trade union movement in Canada, much of the book tells the story of Daniel John O'Donoghue (1844-1907) who was prominent in the labour movement in the Trades and Labor Congress of Canada and finally served as fair wages officer in the federal Department of Labour in Ottawa.

26. NATIONAL INDUSTRIAL CONFERENCE BOARD. CANADIAN OFFICE. *The Fourth Canadian Labour Congress Convention, Vancouver, B.C., April 9-13, 1962; a Report and Some Observations,* by Allan A. Porter. Montreal, 1962. Pp. 25.

27. ROBERTS, BRYN. *The Price of TUC Leadership.* London, Allen & Unwin [1961] Pp. 146.

The author is General Secretary of the National Union of Public Employees. He criticizes the present leadership of the Trades Union Congress for not giving proper guidance to the members of the TUC, and alleges it was responsible for the defeat of the Labour Party in the 1959 General Election.

Labouring Classes

28. ALEKSANDROV, NIKOLAI GRIGOR'EVICH. *Soviet Labour Law in English.* 1961 ed. Translated by Inder K. Nayar. Delhi, University Book House [1961?] Pp. 454.

Intended to serve as a textbook on Russian labour legislation.

29. EDITORIAL RESEARCH REPORTS. *Shorter Hours of Work,* by Richard L. Worsnop. Washington, 1962. Pp. 419-435.

Describes organized labour's efforts to shorten the standard 40-hour work week.

30. INTERNATIONAL LABOUR CONFERENCE. 40TH, GENEVA, 1957. *Labour. Convention concerning the Abolition of Forced Labour, done at Geneva, June 25, 1957; Instrument of Ratification deposited July 14, 1959, in Force for Canada, July 14, 1960.* Ottawa, Queen's Printer, 1961. Pp. 7. English and French on opposite pages.

31. U.S. BUREAU OF LABOR STANDARDS. *Housing for Migrant Agricultural Workers; Labor Camp Standards.* Washington, GPO, 1961 [i.e. 1962] Pp. 105.

32. U.S. BUREAU OF LABOR STANDARDS. *Workmen's Compensation Coverage of Public Employees.* Washington, GPO, 1962. Pp. 43.

"... Analyzes the workmen's compensation laws as they relate to the coverage of public employees in the various States, and shows the extent to which such coverage is compulsory under the laws or is dependent upon the action of the governmental unit... Also explores briefly the historical background of the application of workmen's compensation laws to public employees, and discusses recent trends."

Management

33. DALHOUSIE UNIVERSITY, HALIFAX. INSTITUTE OF PUBLIC AFFAIRS. BUREAU OF INDUSTRIAL RELATIONS. *The Science of Management and the Art of Leadership; a Summary of Proceedings of an Eighth One-Day Conference . . . held at Dalhousie University on May 31, 1961 . . .* Halifax, 1962. Pp. 15.

Contains two addresses by Lyndall F. Urwick, and the questions and answers following the talks, and a reprint of an article, *The Content of Management*, by Col. Urwick.

34. HARVARD BUSINESS REVIEW. *How Successful Executives handle People; 12 Studies on Communications and Management Skills.* [Boston? n.d., 1960?] Pp. 114.

Partial Contents: The Manager's Span of Control, by Lyndall F. Urwick. Listening to People, by Ralph G. Nichols and Leonard Stevens. Communications for Executives, by Rex F. Harlow. What Employees Want from Their Work, by Robert Saltonstall. Organizational Effectiveness under Stress, by Chris Argyris. Making Human Relations work, by Elizabeth and Francis Jennings. Foremen: Key to Worker Morale, by Arthur N. Turner.

Occupations

35. DALE, J. RODNEY. *The Clerk in Industry; a Survey of the Occupational Experience, Status, Education, and Vocational Training of a Group of Male Clerks employed by Industrial Companies.* Liverpool, Liverpool University Press, 1962. Pp. 118.

This study is based on a survey of 208 male clerks employed by five companies. Provides information about their occupational history, status, education and vocational training, and examines the possible effect of technical change on office workers in industry.

36. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Job Description in the European Hotel Industry, a Comparative Study*, by Leone Filippi. *Les emplois dans l'hôtellerie européenne, étude comparative des qualifications et des tâches*. Paris, 1962. Pp. 136. Text in French and English.

37. *Your Career Opportunities in Engineering*. With an introd. by Hilliard W. Paige. New York, Rowman and Littlefield, 1962. Pp. 60.

Presents information on many aspects of the engineering profession. Includes a list of accredited American institutions offering instruction, as well as a selected list of reading material on the subject.

38. *Your Career Opportunities in Printing, including Offset Lithography*. With an introd. by William H. Walling. New York, Rowman and Littlefield, 1962. Pp. 64.

Explains many aspects of the printing profession. Includes a list of institutions offering accredited instruction, and a list of reading material on this subject.

Women

39. NATIONAL CONFERENCE OF LABOUR WOMEN. 39TH, BLACKPOOL, ENG., 1962. *Report*. London, 1962. Pp. 55. Conference held May 29, 30 and 31, 1962.

40. U.S. WOMEN'S BUREAU. *Fifteen Years after College; a Study of Alumnae of the Class of 1945*. Washington, GPO, 1962. Pp. 26.

Based on a questionnaire completed by 580 women graduates from four liberal arts colleges. Women graduates were questioned about their marital and family status, education, volunteer activities, their employment in professional, administrative, clerical, or other positions, and their future training plans.

Miscellaneous

41. CANADIAN TAX FOUNDATION. *The Burden of Canadian Taxation; Allocation of Federal, Provincial and Local Taxes among Income Classes*, by Irving Jay Goffman. Toronto, 1962. Pp. 73.

Contents: The Nature, Scope and Limitations of the Analysis, The Estimated Burden of Canadian Taxation, The Statistical Bases of the Estimates, The Incidence of Federal Taxes, The Incidence of Provincial and Local Taxes.

42. DYCK, DIEDRICH. *A Socio-economic Study of Rural Areas of Prince Edward Island, 1959*. A co-operative study by the Canada and Prince Edward Island Departments of Agriculture, July 1961. [Ottawa? Canada Dept. of Agriculture?] 1961. Pp. 107.

43. LITTLE (ARTHUR D.) INC., CAMBRIDGE, MASS. *The Future of Steel-making in Sydney; Report to Government of Nova Scotia*. Cambridge, Mass., 1960. Pp. 93.

"The purpose of this study is to provide the Government of Nova Scotia with an analysis of the future of the steel industry in Sydney."

44. MCKINNON, RONALD IAN. *The Employment of Labor and the Cost of Capital in Manufacturing Industries as they are related to Wage Changes and Technological Progress*. Ann Arbor, University Microfilms, 1962. Pp. 60. Reprint of microfilm copy.

45. NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES. NATIONAL COMMISSION ON TEACHER EDUCATION AND PROFESSIONAL STANDARDS. *New Horizons for the Teaching Profession; a Report of the Task Force on New Horizons in Teacher Education and Professional Standards*. Edited by Margaret Lindsey. Washington, 1961. Pp. 243.

Partial Contents: The Teaching Profession, 1961. Responsibilities of the Teaching Profession in the Sixties. Preparation of Professional Personnel. Accreditation of Professional Preparatory Programs. A License to Teach. Identification, Selective Admission and Retention in Teacher Education. The Advancement of Standards: Policies and Procedures.

46. UNITED NATIONS. SECRETARIAT. *Petroleum Exploration; Capital Requirements and Methods of Financing*. New York, 1962. Pp. 29.

47. UNITED NATIONS. SECRETARY-GENERAL, 1961-..... (THANT). *The United Nations Development Decade; Proposals for Action*. New York, United Nations, 1962. Pp. 125.

Partial Contents: Mobilization of Human Resources. Sectoral Development. International Trade. Development Financing. Technical Co-operation and Other Aids to Development and Planning.

48. U.S. BUREAU OF LABOR STATISTICS. *The Relationship between Imports and Employment; an Analysis of 27 Import-Competing Industries, and 2 Industry Case Studies*. Washington, GPO, 1962. Pp. 143.

Describes the impact of foreign trade on domestic employment, with special reference to the china and earthenware table and kitchenware and the wallpaper industries.

49. U.S. CHILDREN'S BUREAU. *Licensed Day Care Facilities for Children; Report of a National Survey of Departments of State Governments responsible for licensing Day Care Facilities*, by Seth Low. Washington, GPO, 1962. Pp. 29.

50. U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE. SPECIAL STAFF ON AGING. *Hodson Day Center; a Community Center Program for Older Persons in a Public Agency*, by Virginia O'Neill. Washington, GPO, 1962. Pp. 41.

Tells something about a day centre which provides recreational, educational, and social activity for older people.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED DECEMBER 15, 1962

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,574	603	1,840	2,409	1,123	599
Men.....	4,778	448	1,362	1,714	816	438
Women.....	1,796	155	478	695	307	161
14-19 years.....	592	67	189	189	102	45
20-24 years.....	831	89	275	267	136	64
25-44 years.....	2,985	254	844	1,110	500	277
45-64 years.....	1,961	176	487	755	349	194
65 years and over.....	205	17	45	88	36	19
Employed.....	6,160	533	1,686	2,316	1,072	553
Men.....	4,420	383	1,227	1,638	771	401
Women.....	1,740	150	459	678	301	152
Agriculture.....	582	32	114	157	260	19
Non-agriculture.....	5,578	501	1,572	2,159	812	534
Paid Workers.....	5,100	452	1,424	1,995	750	479
Men.....	3,513	314	1,004	1,367	488	340
Women.....	1,587	138	420	628	262	139
Unemployed.....	414	70	154	93	51	46
Men.....	358	65	135	76	45	37
Women.....	56	*	19	17	*	*
Persons not in the Labour Force.....	5,752	644	1,697	1,893	979	539
Men.....	1,347	173	382	407	248	137
Women.....	4,405	471	1,315	1,486	731	402

*Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED DECEMBER 15, 1962

(Estimates in thousands)

Source: DBS Labour Force Survey

	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over ⁽¹⁾	12,326	1,854	3,565	987	3,678	914	1,328
Labour force.....	6,574	592	3,438	843	860	636	205
Employed.....	6,160	520	3,242	742	843	617	196
Unemployed.....	414	72	196	101	17	19	*
Not in labour force.....	5,752	1,262	127	144	2,818	278	1,123
Participation rate ⁽²⁾							
1962, December 15.....	53.3	31.9	96.4	85.4	23.4	69.6	15.4
November 17.....	53.7	32.6	96.6	85.7	23.7	70.3	15.9
Unemployment rate ⁽³⁾							
1962, December 15.....	6.3	12.2	5.7	12.0	2.0	3.0	*
November 17.....	5.2	11.5	4.1	9.9	2.4	3.0	*

⁽¹⁾Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

⁽²⁾The labour force as a percentage of the population 14 years of age and over.

⁽³⁾The unemployed as a percentage of the labour force.

*Less than 10,000 unemployed.

TABLE A-3—UNEMPLOYED, WEEK ENDED DECEMBER 15, 1962

(Estimates in thousands)

Source: DBS Labour Force Survey

	December 1962	November 1962	December 1961
Total unemployed.....	414	342	413
On temporary layoff up to 30 days.....	27	18	23
Without work and seeking work.....	387	324	390
Seeking full-time work.....	366	305	369
Seeking part-time work.....	21	19	21
Seeking under 1 month.....	127	117	127
Seeking 1-3 months.....	165	125	155
Seeking 4-6 months.....	51	39	50
Seeking more than 6 months.....	44	43	58

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ⁽¹⁾						Totals ⁽³⁾
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ⁽²⁾	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Government)	Supple- men- tary Labour income	
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,653	746	17,463
1960—Total....	551	5,188	1,806	326	1,245	344	2,638	5,019	790	18,119
1961—Total....	545	5,348	1,862	285	1,225	356	2,737	5,475	827	18,884
1961—										
October.....	46.3	463.0	159.0							1,644.9
November....	46.2	458.8	158.1	85.1	311.5	89.9	712.2	1,413.5	211.9	1,625.1
December....	45.5	451.3	152.0							1,585.8
1962—										
January.....	45.8	450.7	151.2							1,565.7
February.....	45.2	455.9	152.1	68.2	255.6	89.7	687.7	1,421.5	212.0	1,575.7
March.....	45.6	461.1	150.3							1,590.5
April.....	45.1	469.0	153.8							1,618.8
May.....	47.0	481.7	160.1	65.7	333.2	93.3	718.1	1,475.0	218.1	1,677.1
June.....	48.2	492.1	161.6							1,726.2
July.....	48.7	485.0	165.7							1,711.5
August.....	48.3	490.6	166.9	85.8	397.8	98.3	726.1	1,456.1	222.2	1,725.1
September*..	47.6	498.4	164.3							1,749.2
October†....	47.0	493.0	165.4							1,734.6

⁽¹⁾Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

⁽²⁾Includes post office wages and salaries.

⁽³⁾Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at October 1962, employers in the principal non-agricultural industries reported a total employment of 2,991,902. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite ⁽¹⁾			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
Averages						
1957.....	122.6	158.1	67.93	115.8	159.1	69.94
1958.....	117.9	163.9	70.43	109.8	165.3	72.67
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	177.8	78.19
1961.....	118.1	181.8	78.11	108.9	183.6	80.73
1961—						
October.....	122.9	183.9	79.02	112.1	186.0	81.79
November.....	121.6	183.5	78.82	110.9	186.2	81.87
December.....	117.8	179.4	77.08	107.9	182.3	80.16
1962—						
January.....	115.2	184.5	79.27	108.5	187.1	82.28
February.....	114.7	186.7	80.21	108.9	188.2	82.74
March.....	115.2	187.2	80.41	109.6	189.3	83.23
April.....	116.7	186.7	80.21	110.4	189.0	83.11
May.....	121.3	188.1	80.79	113.7	190.4	83.72
June.....	125.0	188.7	81.05	116.4	190.4	83.72
July.....	125.8	188.3	80.90	115.5	189.1	83.13
August.....	127.0	188.1	80.80	117.6	187.9	82.62
September*.....	126.5	189.5	81.40	117.6	190.8	83.61
October†.....	125.4	189.9	81.59	115.8	191.9	84.39

⁽¹⁾Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Oct. 1962	Sept. 1962	Oct. 1961	Oct. 1962	Sept. 1962	Oct. 1961
Provinces				\$	\$	\$
Newfoundland.....	147.1	150.6	158.2	71.02	73.65	71.75
Prince Edward Island.....	159.6	158.8	144.5	55.79	54.73	56.30
Nova Scotia.....	96.6	98.5	98.2	66.98	66.04	64.78
New Brunswick.....	108.1	107.9	109.0	65.14	64.76	64.14
Quebec.....	126.3	126.6	124.0	78.93	78.70	76.21
Ontario.....	126.2	126.8	122.5	84.83	84.70	82.13
Manitoba.....	115.1	116.7	114.4	76.79	77.53	74.44
Saskatchewan.....	131.7	133.1	129.5	78.41	78.19	75.03
Alberta (including Northwest Territories).....	162.5	167.4	163.9	83.17	83.27	82.47
British Columbia (including Yukon).....	118.5	121.8	115.0	88.68	87.98	85.98
Canada	125.4	126.5	122.9	81.59	81.40	79.02
Urban Areas						
St. John's.....	154.4	153.8	151.1	61.02	61.84	56.72
Sydney.....	78.5	81.7	81.5	82.52	80.98	79.91
Halifax.....	124.3	125.0	127.6	67.85	67.17	64.82
Moncton.....	112.0	108.2	110.0	62.07	62.69	61.33
Saint John.....	136.1	106.4	108.3	65.66	65.47	64.15
Chicoutimi—Jonquiere.....	110.8	110.5	110.3	100.67	99.84	99.03
Quebec.....	125.4	125.2	120.0	70.62	70.53	67.61
Sherbrooke.....	113.7	112.9	113.4	68.92	69.39	66.06
Shawinigan.....	83.1	85.0	104.7	88.40	87.69	85.29
Three Rivers.....	119.1	117.1	117.1	76.93	75.97	74.59
Drummondville.....	84.6	81.2	82.5	67.18	67.09	63.42
Montreal.....	129.8	129.6	127.2	80.66	81.01	77.90
Ottawa—Hull.....	136.1	136.1	134.7	76.39	76.54	73.46
Peterborough.....	121.4	119.1	116.7	79.48	80.12	77.85
Kingston.....	95.9	95.0	91.3	91.85	91.85	87.82
Peterborough.....	102.9	107.4	177.8	98.87	94.97	96.94
Oshawa.....	111.4	141.2	135.9	85.93	85.34	82.18
Toronto.....	114.7	115.2	110.6	90.81	90.83	89.15
Hamilton.....	114.2	117.4	111.1	93.83	92.56	89.57
St. Catharines.....	101.1	110.0	102.2	81.67	78.47	80.84
Niagara Falls.....	87.6	88.3	81.9	77.11	75.73	73.06
Brantford.....	129.3	129.6	124.2	76.95	77.25	73.77
Guelph.....	117.6	116.3	106.2	72.66	73.42	70.78
Galt.....	136.7	135.0	127.7	77.72	78.01	75.53
Kitchener.....	128.9	141.5	146.7	92.24	93.37	91.74
Sudbury.....	89.2	89.3	90.1	74.51	73.67	72.02
Timmins.....	138.9	139.0	136.2	77.52	78.01	75.56
London.....	129.4	127.5	129.0	106.06	104.35	101.74
Sarnia.....	74.7	75.1	73.5	92.79	89.95	88.25
Windsor.....	146.6	149.1	146.1	101.02	103.21	98.83
Sault Ste. Marie.....	111.0	111.4	110.7	82.99	83.90	80.94
Fort William—Port Arthur.....	113.6	114.8	113.4	73.11	73.80	71.21
Winnipeg.....	144.8	146.7	140.9	76.83	76.79	74.81
Regina.....	143.1	146.0	141.5	73.09	73.05	70.11
Saskatoon.....	207.3	211.5	201.0	77.64	78.12	76.93
Edmonton.....	182.6	183.7	176.2	81.50	82.44	78.92
Calgary.....	115.5	118.3	112.1	86.87	86.13	84.50
Vancouver.....	117.5	121.2	109.7	80.18	79.74	76.55
Victoria.....						

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Oct. 1962	Sept. 1962	Oct. 1961	Oct. 1962	Sept. 1962	Oct. 1961
				\$	\$	\$
Mining	116.1	118.2	117.1	99.49	99.15	97.35
Metal mining.....	129.3	133.1	130.5	100.62	99.43	99.26
Gold.....	68.8	68.6	69.6	82.88	80.68	81.31
Other metal.....	185.4	193.1	187.2	106.74	105.61	105.48
Fuels.....	82.5	82.6	85.9	104.97	105.49	99.21
Coal.....	39.2	39.5	43.7	80.37	79.63	78.75
Oil and natural gas.....	259.5	258.9	266.9	120.15	121.62	113.55
Non-metal.....	155.0	155.4	148.2	86.68	88.21	86.53
Manufacturing	115.8	117.6	112.1	84.39	83.91	81.78
Durable goods.....	119.6	120.6	113.9	91.53	91.36	88.68
Non-durable goods.....	112.7	115.0	110.6	78.05	77.37	75.82
Food and beverages.....	121.9	129.9	119.9	73.13	69.90	70.61
Meat products.....	137.6	135.9	141.2	83.47	82.68	80.79
Canned and preserved fruits and vegetables.....	138.7	204.9	122.4	56.30	52.97	57.40
Grain mill products.....	98.8	99.5	103.4	82.63	82.85	79.72
Bread and other bakery products.....	112.9	113.1	111.7	69.60	69.95	67.91
Distilled and malt liquors.....	97.7	96.2	102.4	103.03	102.27	98.97
Tobacco and tobacco products.....	80.5	80.5	80.5	86.04	86.04	82.11
Rubber products.....	110.0	109.7	103.9	89.68	87.86	85.81
Leather products.....	89.6	89.9	87.6	56.67	56.09	55.01
Boots and shoes (except rubber).....	95.8	96.7	93.3	53.86	54.57	51.65
Other leather products.....	78.5	77.6	77.4	62.86	62.45	62.20
Textile products (except clothing).....	83.8	83.6	80.7	67.40	67.82	65.83
Cotton yarn and broad woven goods.....	74.6	75.1	75.4	64.02	64.76	63.21
Woolen goods.....	63.3	63.0	62.4	62.80	63.37	62.47
Synthetic textiles and silk.....	93.5	93.6	86.0	73.94	73.85	71.16
Clothing (textile and fur).....	94.7	96.1	93.6	53.12	53.37	51.57
Men's clothing.....	99.0	99.6	95.2	51.71	52.34	50.32
Women's clothing.....	100.3	104.5	101.7	53.78	54.60	52.58
Knit goods.....	76.4	75.8	74.7	54.69	52.91	52.02
Wood products.....	109.7	112.1	105.4	73.31	73.93	70.88
Saw and planing mills.....	111.0	114.4	106.6	75.07	75.59	72.08
Furniture.....	120.5	121.2	114.4	72.11	73.07	70.80
Other wood products.....	81.8	82.8	82.1	64.65	64.81	63.19
Paper products.....	128.4	130.1	126.2	99.62	99.12	96.32
Pulp and paper mills.....	128.7	130.7	126.4	107.86	107.08	104.11
Other paper products.....	127.7	128.7	125.6	79.71	79.74	77.93
Printing, publishing and allied industries.....	127.1	127.0	125.5	90.97	91.79	87.95
Iron and steel products.....	112.4	113.7	104.8	96.52	96.67	93.54
Agricultural implements.....	61.6	59.7	54.2	93.88	98.99	95.34
Fabricated and structural steel.....	159.1	161.6	151.7	98.05	100.30	93.37
Hardware and tools.....	111.4	110.6	105.1	84.88	85.88	82.25
Heating and cooking appliances.....	110.5	111.6	104.7	83.87	84.48	80.45
Iron castings.....	96.1	97.8	92.1	91.42	91.79	88.83
Machinery, industrial machinery.....	131.7	131.1	118.2	92.58	93.61	88.83
Primary iron and steel.....	125.7	129.8	120.5	113.28	109.68	109.21
Sheet metal products.....	120.2	124.2	106.4	96.50	95.17	90.10
Wire and wire products.....	111.5	112.0	111.6	95.74	95.34	94.65
Transportation equipment.....	113.3	113.3	108.5	98.47	96.66	94.11
Aircraft and parts.....	239.2	248.8	259.6	98.22	97.51	97.06
Motor vehicles.....	116.7	113.2	106.6	115.30	109.28	110.60
Motor vehicle parts and accessories.....	120.9	116.6	104.5	96.65	94.38	91.11
Railroad and rolling stock equipment.....	55.7	57.2	56.7	84.52	87.03	83.96
Shipbuilding and repairing.....	146.5	147.1	133.5	91.32	91.29	80.60
Non-ferrous metal products.....	122.6	126.2	125.9	96.03	95.45	93.82
Aluminum products.....	143.8	144.3	142.2	92.98	92.73	89.95
Brass and copper products.....	101.5	103.6	105.3	91.91	92.17	90.07
Smelting and refining.....	132.3	139.1	141.0	105.28	104.09	102.21
Electrical apparatus and supplies.....	153.0	153.0	140.0	90.66	91.35	89.17
Heavy electrical machinery.....	112.8	112.2	102.1	98.65	100.08	96.07
Telecommunication equipment.....	279.7	278.7	245.8	87.33	87.58	86.91
Non-metallic mineral products.....	150.8	147.8	147.8	89.66	90.49	87.30
Clay products.....	95.9	96.5	92.2	79.64	81.08	78.76
Glass and glass products.....	149.7	131.1	161.5	86.83	87.87	84.80
Products of petroleum and coal.....	138.1	139.5	134.9	121.49	120.97	117.87
Petroleum refining and products.....	140.2	141.4	137.6	122.61	122.16	118.60
Chemical products.....	131.6	132.4	132.1	99.77	99.08	96.00
Medicinal and pharmaceutical preparations.....	123.3	125.1	120.8	87.60	86.62	84.19
Acids, alkalis and salts.....	143.9	144.1	154.4	113.53	114.43	106.88
Other chemical products.....	130.9	132.1	130.0	99.16	98.16	95.80
Miscellaneous manufacturing industries.....	152.0	149.7	147.2	73.23	74.04	71.86
Construction	138.0	141.9	136.9	88.21	88.87	84.48
Building and general engineering.....	134.6	138.2	132.7	95.51	96.50	92.07
Highways, bridges and streets.....	143.8	147.9	143.9	76.85	77.02	72.76
Electric and motor transportation.....	142.3	142.8	140.4	86.49	86.78	83.70
Service	157.2	162.0	152.7	57.95	57.23	55.89
Hotels and restaurants.....	135.3	140.6	130.8	44.10	43.32	42.79
Laundries and dry cleaning plants.....	132.3	133.4	128.0	50.73	50.73	48.68
Industrial composite	125.4	126.5	122.9	81.59	81.40	79.02

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS
(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	October 1962	September 1962	October 1961	October 1962	September 1962	October 1961
				\$	\$	\$
Newfoundland.....	38.1	38.4	38.1	1.69	1.68	1.71
Nova Scotia.....	40.9	39.9	39.6	1.64	1.64	1.58
New Brunswick.....	40.2	40.1	40.5	1.60	1.55	1.62
Quebec.....	42.3	42.5	42.2	1.70	1.69	1.65
Ontario.....	41.5	41.6	41.4	1.99	1.97	1.93
Manitoba.....	40.1	40.6	40.2	1.76	1.76	1.73
Saskatchewan.....	38.9	38.6	39.0	1.98	1.97	1.95
Alberta (includes Northwest Territories)	40.1	39.8	40.7	1.99	1.97	1.97
British Columbia (includes Yukon Territory).....	37.9	38.0	37.7	2.29	2.27	2.24

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Oct. 1962	Sept. 1962	Oct. 1961	Oct. 1962	Sept. 1962	Oct. 1961	Oct. 1962	Sept. 1962	Oct. 1961
				\$	\$	\$	\$	\$	\$
Mining	42.2	41.6	42.7	2.18	2.19	2.13	92.09	91.34	90.90
Metal mining.....	42.2	41.1	43.0	2.26	2.28	2.20	95.23	93.82	94.56
Gold.....	43.7	41.8	43.5	1.77	1.78	1.74	77.24	74.39	75.69
Other metal.....	41.6	40.9	42.8	2.45	2.46	2.37	101.94	100.74	101.54
Fuels.....	41.6	41.4	41.0	2.09	2.09	2.03	86.90	86.78	83.33
Coal.....	42.9	42.4	42.1	1.84	1.84	1.84	79.15	78.05	77.29
Oil and natural gas.....	33.5	40.0	39.2	2.52	2.53	2.38	99.43	100.97	93.60
Non-metal.....	43.2	43.8	43.7	1.96	1.96	1.94	84.92	85.99	84.83
Manufacturing	41.3	41.4	41.2	1.89	1.88	1.84	77.95	77.61	75.69
Durable goods.....	41.9	42.0	41.6	2.05	2.05	2.00	85.96	85.92	83.39
Non-durable goods.....	40.8	40.8	40.8	1.73	1.72	1.68	70.48	70.00	68.72
Food and beverages.....	40.2	40.1	40.2	1.61	1.57	1.59	64.82	62.80	64.16
Meat products.....	41.1	40.8	40.7	1.92	1.92	1.87	79.11	78.59	76.39
Canned and preserved fruits and vegetables.....	39.3	40.1	39.5	1.23	1.18	1.25	48.19	47.32	49.37
Grain mill products.....	41.3	41.9	42.5	1.83	1.83	1.79	75.60	76.73	75.92
Bread and other bakery products.....	41.0	41.3	41.4	1.54	1.55	1.49	63.34	64.00	61.87
Distilled liquors.....	42.7	41.1	42.1	2.18	2.18	2.07	92.85	89.61	86.95
Malt liquors.....	38.9	39.8	39.0	2.38	2.37	2.35	92.59	94.24	91.65
Tobacco and tobacco products.....	39.9	39.8	40.3	2.00	2.00	1.90	80.05	79.76	76.65
Rubber products.....	43.3	42.6	42.2	1.96	1.94	1.91	85.14	82.83	80.78
Leather products.....	40.4	40.9	40.6	1.30	1.28	1.24	52.42	52.51	50.45
Boots and shoes (except rubber).....	39.6	40.8	39.7	1.25	1.23	1.19	49.44	50.33	47.15
Other leather products.....	42.3	41.2	42.5	1.40	1.39	1.35	59.06	57.40	57.61
Textile products (except clothing).....	42.9	43.1	43.1	1.43	1.43	1.39	61.32	61.77	59.84
Cotton yarn and broad woven goods.....	41.2	41.6	42.0	1.46	1.47	1.42	60.30	60.91	59.47
Woolen goods.....	43.2	43.6	44.0	1.33	1.33	1.31	57.34	58.15	57.71
Synthetic textiles and silk.....	44.2	44.4	44.0	1.52	1.51	1.45	67.21	67.13	63.93
Clothing (textile and fur).....	39.2	39.5	39.3	1.22	1.23	1.19	48.01	48.70	46.67
Men's clothing.....	38.9	39.5	38.8	1.22	1.22	1.19	47.48	48.13	46.11
Women's clothing.....	37.3	37.6	37.8	1.30	1.33	1.25	48.38	49.95	47.28
Knit goods.....	42.6	42.2	42.5	1.15	1.14	1.11	48.88	48.27	47.25
*Wood products.....	41.7	42.5	41.8	1.67	1.67	1.62	69.66	71.01	69.55
Saw and planing mills.....	40.6	41.5	40.4	1.78	1.78	1.72	72.24	73.73	72.45
Furniture.....	44.2	44.9	44.5	1.52	1.53	1.49	67.24	68.62	66.35
Other wood products.....	42.7	42.8	43.0	1.40	1.39	1.35	59.51	59.55	58.14
Paper products.....	41.7	41.6	41.8	2.26	2.26	2.18	94.19	93.89	90.11
Pulp and paper mills.....	41.8	41.5	41.7	2.44	2.45	2.36	102.13	101.51	98.46
Other paper products.....	41.6	41.7	41.9	1.75	1.76	1.71	72.95	73.31	71.73
Printing, publishing and allied industries.....	38.9	39.3	39.1	2.32	2.32	2.24	90.13	91.13	87.61
*Iron and steel products.....	41.9	41.9	41.6	2.19	2.19	2.14	91.89	92.00	89.09
Agricultural implements.....	37.2	41.0	39.7	2.21	2.21	2.13	82.27	90.76	84.58
Fabricated and structural steel.....	43.4	43.1	40.8	2.17	2.17	2.08	94.12	93.65	84.61
Hardware and tools.....	43.6	43.7	42.5	1.82	1.82	1.78	79.35	79.57	75.68
Heating and cooking appliances.....	42.0	42.3	41.9	1.87	1.85	1.82	78.51	78.48	76.17
Iron castings.....	42.3	42.3	42.9	2.07	2.08	2.02	87.73	88.09	86.57
Machinery, industrial.....	42.7	43.3	41.7	2.05	2.06	1.99	87.59	89.13	83.11
Primary iron and steel.....	41.2	39.7	41.2	2.64	2.63	2.57	108.79	104.44	105.77
Sheet metal products.....	42.2	42.6	41.5	2.08	2.12	2.06	87.61	90.44	85.48
Wire and wire products.....	42.4	42.1	42.5	2.14	2.15	2.10	90.60	90.48	89.46
*Transportation equipment.....	41.7	41.2	41.2	2.24	2.20	2.17	93.31	90.87	89.15
Aircraft and parts.....	41.1	40.9	42.1	2.16	2.15	2.14	88.81	88.12	90.01
Motor vehicles.....	44.1	41.5	44.4	2.49	2.44	2.41	109.92	101.29	106.80
Motor vehicle parts and accessories.....	42.3	41.8	40.8	2.16	2.13	2.09	91.44	88.77	85.39
Railroad and rolling stock equipment.....	39.1	40.6	39.3	2.11	2.10	2.08	82.42	85.14	81.90
Shipbuilding and repairing.....	41.0	41.2	38.1	2.21	2.18	2.06	90.40	89.93	78.34
*Non-ferrous metal products.....	41.3	41.0	41.0	2.16	2.17	2.15	89.43	88.97	87.92
Aluminum products.....	42.5	42.3	42.1	1.93	1.94	1.88	82.13	82.07	79.04
Brass and copper products.....	41.8	41.8	42.1	2.07	2.08	2.03	86.46	87.16	85.53
Smelting and refining.....	40.4	40.2	40.0	2.44	2.42	2.41	98.37	97.51	96.36
*Electrical apparatus and supplies.....	41.5	42.1	41.6	1.91	1.93	1.88	79.40	81.11	78.44
Heavy electrical machinery and equipment.....	42.1	42.9	41.5	2.14	2.16	2.08	90.13	92.69	86.40
Telecommunication equipment.....	41.2	41.4	41.4	1.72	1.72	1.73	70.64	71.33	71.61
Refrigerators, vacuum cleaners and appliances.....	40.2	41.0	39.4	1.95	1.96	1.90	78.57	80.20	74.87
Wire and cable.....	43.0	43.2	43.0	2.17	2.17	2.11	93.20	94.03	90.76
Miscellaneous electrical products.....	41.4	42.1	42.2	1.81	1.83	1.79	74.97	77.22	75.65
*Non-metallic mineral products.....	43.7	44.3	43.8	1.93	1.93	1.89	84.49	85.62	82.60
Clay products.....	40.0	43.8	43.4	1.72	1.73	1.70	74.09	75.85	73.57
Glass and glass products.....	41.1	41.9	41.8	1.95	1.94	1.91	80.16	81.22	79.83
Products of petroleum and coal.....	41.3	41.2	41.3	2.66	2.65	2.59	110.01	109.05	106.93
Petroleum refining and products.....	41.3	41.1	41.2	2.70	2.68	2.61	111.40	110.46	107.60
Chemical products.....	41.2	41.2	40.9	2.11	2.11	2.01	86.97	86.73	83.63
Medicinal and pharmaceutical preparations.....	40.2	39.9	40.3	1.65	1.63	1.57	66.39	65.05	63.39
Acids, alkalis and salts.....	41.7	42.2	40.3	2.44	2.45	2.37	101.63	103.45	95.28
Miscellaneous manufacturing industries.....	42.1	42.2	42.5	1.52	1.53	1.48	63.98	64.72	62.97
Professional and scientific equipment.....	40.7	40.9	41.5	1.87	1.87	1.83	76.21	76.62	75.95
Construction	41.8	42.6	41.9	2.07	2.05	1.97	86.25	87.51	82.69
Building and general engineering.....	41.5	42.1	41.8	2.26	2.25	2.15	93.51	94.67	89.95
Highways, bridges and streets.....	42.3	43.7	42.0	1.72	1.71	1.66	72.95	74.59	69.56
Electric and motor transportation.....	43.9	44.1	43.8	1.98	1.98	1.91	86.89	87.12	83.67
Service	37.9	37.8	38.7	1.12	1.11	1.08	42.38	42.10	41.68
Hotels and restaurants.....	37.6	37.2	38.6	1.08	1.07	1.05	40.54	39.83	40.44
Laundries and dry cleaning plants.....	40.3	40.5	40.0	1.06	1.06	1.03	42.80	43.00	41.35

*Durable manufactured goods industries.

**TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATES
WAGE EARNERS IN MANUFACTURING**

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1957.....	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Last Pay Period in:					
1961 October.....	41.2	1.84	75.69	181.3	139.8
November.....	46.2	1.84	75.64	181.2	139.6
December.....	38.8	1.88	72.85	174.5	134.6
1962 January.....	40.6	1.86	75.47	180.8	139.3
February.....	40.8	1.86	75.99	182.1	140.4
March.....	41.0	1.87	76.68	183.7	141.0
April.....	40.6	1.89	76.50	183.3	140.9
May.....	41.0	1.89	77.51	185.7	142.3
June.....	41.1	1.88	77.52	185.7	141.8
July.....	41.0	1.87	76.72	183.8	139.9
August.....	41.0	1.86	76.17	182.5	139.3
September*.....	41.4	1.88	77.61	185.9	141.4
October†.....	41.3	1.89	77.95	186.8	141.6

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, D.B.S. See also Technical Note, page 1089, September 1962 issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
December 1957.....	7,450	7,270	14,720	596,104	147,349	743,453
December 1958.....	8,643	8,549	17,192	562,257	158,163	720,420
December 1959.....	9,097	9,779	18,876	522,206	157,962	680,168
December 1960.....	9,859	7,996	17,855	570,789	163,893	734,682
December 1961.....	11,402	10,866	22,268	478,470	136,566	615,036
January 1962.....	11,428	12,069	23,497	570,061	161,094	731,155
February 1962.....	12,308	13,073	25,381	585,555	161,992	747,547
March 1962.....	15,184	15,350	30,534	579,641	158,342	737,983
April 1962.....	25,557	18,868	44,425	496,090	146,551	642,650
May 1962.....	22,026	20,999	43,025	329,391	126,461	455,852
June 1962.....	22,436	20,672	43,108	237,747	119,561	357,308
July 1962.....	22,872	17,895	40,767	224,452	113,407	337,859
August 1962.....	21,214	21,256	42,470	198,639	96,606	295,245
September 1962.....	20,197	20,658	40,855	188,844	97,890	286,734
October 1962.....	20,137	17,399	37,536	232,316	105,488	337,804
November 1962 ⁽¹⁾	22,077	19,204	41,281	328,801	127,955	456,756
December 1962 ⁽¹⁾	14,281	13,638	27,919	473,575	137,429	611,004

⁽¹⁾ Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1958-1961 AND DURING MONTH NOVEMBER 1961—NOVEMBER 1962

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1958 Year.....	2,790,412	1,012,974	620,394	374,245	548,663	291,466
1959 Year.....	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960 Year.....	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961 Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1961—November.....	328,443	108,175	83,750	38,498	70,353	28,162
December.....	361,979	91,992	62,933	36,436	61,219	35,284
1962—January.....	343,460	109,466	57,373	35,946	49,668	26,878
February.....	244,177	75,220	56,595	30,459	48,546	22,688
March.....	250,908	81,800	60,933	37,064	50,161	27,365
April.....	226,940	79,051	82,893	40,026	65,841	29,194
May.....	239,245	95,925	117,362	51,441	107,811	38,595
June.....	231,507	100,426	92,346	48,564	86,218	39,253
July.....	251,079	114,963	97,147	56,863	85,399	49,523
August.....	236,921	104,366	102,784	63,558	89,871	50,865
September.....	220,755	98,476	96,217	50,615	91,653	42,692
October.....	272,614	103,871	101,603	45,949	89,619	38,324
November.....	321,696 ⁽¹⁾	113,014 ⁽¹⁾	86,859R	43,840R	74,957	33,481

⁽¹⁾ Preliminary.

R-revised.

**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING
NOVEMBER 1962**

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change November 1961
Agriculture, Fishing, Trapping	3,609	2,830	6,439	+ 3,390
Forestry	2,984	21	3,005	+ 813
Mining, Quarrying and Oil Wells	702	56	758	— 77
Metal Mining.....	356	14	370	+ 16
Fuels.....	168	27	195	— 69
Non-Metal Mining.....	83	1	84	+ 13
Quarrying, Clay and Sand Pits.....	44	2	46	— 32
Prospecting.....	51	12	63	— 5
Manufacturing	13,286	7,434	20,720	+ 2,590
Foods and Beverages.....	1,393	1,375	2,768	+ 533
Tobacco and Tobacco Products.....	190	113	303	+ 108
Rubber Products.....	88	67	155	— 38
Leather Products.....	288	356	644	+ 80
Textile Products (except clothing).....	471	363	834	+ 91
Clothing (textile and fur).....	424	1,771	2,195	+ 70
Wood Products.....	1,612	214	1,826	+ 194
Paper Products.....	694	314	1,008	+ 362
Printing, Publishing and Allied Industries.....	618	537	1,155	+ 185
Iron and Steel Products.....	2,607	383	2,990	+ 789
Transportation Equipment.....	2,314	236	2,550	+ 508
Non-Ferrous Metal Products.....	434	180	614	— 24
Electrical Apparatus and Supplies.....	550	628	1,178	+ 114
Non-Metallic Mineral Products.....	467	120	596	+ 133
Products of Petroleum and Coal.....	34	14	48	— 19
Chemical Products.....	339	237	576	— 98
Miscellaneous Manufacturing Industries.....	763	517	1,280	+ 306
Construction	13,486	162	13,648	+ 1,409
General Contractors.....	9,260	84	9,344	+ 933
Special Trade Contractors.....	4,226	78	4,304	+ 476
Transportation, Storage and Communication	9,990	350	10,340	— 1,309
Transportation.....	9,318	169	9,487	— 1,428
Storage.....	606	55	661	+ 102
Communication.....	66	126	192	+ 17
Public Utility Operation	255	33	288	— 63
Trade	8,378	6,923	15,301	+ 844
Wholesale.....	3,090	1,097	4,187	+ 360
Retail.....	5,288	5,826	11,114	+ 484
Finance, Insurance and Real Estate	484	840	1,324	+ 83
Service	21,783	14,832	36,615	+ 2,243
Community or Public Service.....	855	1,215	2,070	+ 382
Government Service.....	14,826	2,688	17,514	— 380
Recreation Service.....	364	147	511	— 8
Business Service.....	1,506	701	2,207	+ 362
Personal Service.....	4,232	10,081	14,313	+ 1,887
GRAND TOTAL	74,957	33,481	108,438	+ 9,923

**TABLE D-4.—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX,
AS AT NOVEMBER 30, 1962⁽¹⁾**

(SOURCE: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers.....	8,451	1,933	10,384
Clerical Workers.....	18,213	47,435	65,648
Sales Workers.....	8,061	13,669	21,730
Personal and Domestic Service Workers.....	34,647	25,884	60,531
Seamen.....	1,556	19	1,575
Agriculture, Fishing, Forestry (Ex. log.).....	5,922	254	6,176
Skilled and Semi-Skilled Workers.....	136,948	17,255	154,203
Food and kindred products (incl. tobacco).....	1,406	462	1,868
Textiles, clothing, etc.....	2,962	10,916	13,878
Lumber and lumber products.....	12,096	119	12,215
Pulp, paper (incl. printing).....	1,327	477	1,804
Leather and leather products.....	995	853	1,848
Stone, clay and glass products.....	424	40	464
Metalworking.....	12,588	725	13,313
Electrical.....	2,126	854	2,980
Transportation equipment.....	947	27	974
Mining.....	1,958	.....	1,958
Construction.....	37,404	5	37,409
Transportation (except seamen).....	27,228	97	27,325
Communications and public utility.....	741	1	742
Trade and service.....	5,517	1,644	7,161
Other skilled and semi-skilled.....	20,792	768	21,560
Foremen.....	3,025	255	3,280
Apprentices.....	5,412	12	5,424
Unskilled Workers.....	115,003	21,506	136,509
Food and tobacco.....	4,879	6,321	11,200
Lumber and lumber products.....	11,800	316	12,116
Metalworking.....	5,255	412	5,667
Construction.....	58,566	13	58,579
Other unskilled workers.....	34,503	14,444	48,947
Grand Total.....	328,801	127,955	456,756

⁽¹⁾ Preliminary—subject to revision.

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT NOVEMBER 30, 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(a) Nov. 30, 1962	Previous Year Nov. 30, 1961		(a) Nov. 20, 1962	Previous Year Nov. 30, 1961
Newfoundland.....	14,060	11,255	Quebec—Concluded		
Corner Brook.....	2,950	2,443	Sorel.....	1,530	1,674
Grand Falls.....	1,528	1,094	Thetford Mines.....	1,375	1,040
St. John's.....	9,582	7,718	Trois-Rivières.....	4,241	3,548
Prince Edward Island.....	2,568	2,018	Val d'Or.....	1,402	1,537
Charlottetown.....	1,612	1,224	Valleyfield.....	1,766	1,695
Summerside.....	956	794	Victoriaville.....	1,983	1,443
Nova Scotia.....	19,894	18,942	Ville St. Georges.....	1,641	1,799
Amherst.....	783	646	Ontario.....	141,479	149,982
Bridgewater.....	941	719	Arnprior.....	255	310
Halifax.....	5,718	4,723	Barrie.....	1,134	1,035
Inverness.....	413	363	Belleville.....	1,291	1,615
Kentville.....	1,626	1,328	Bracebridge.....	781	985
Liverpool.....	481	396	Brampton.....	993	1,036
New Glasgow.....	1,970	2,062	Bramford.....	2,066	2,616
Springhill.....	871	818	Brockville.....	470	566
Sydney.....	3,523	4,284	Carleton Place.....	198	232
Sydney Mines.....	954	986	Chatham.....	1,678	1,877
Truro.....	1,190	1,315	Cobourg.....	674	834
Yarmouth.....	1,434	1,302	Collingwood.....	560	614
New Brunswick.....	19,814	15,934	Cornwall.....	2,566	2,431
Bathurst.....	2,619	1,850	Elliot Lake.....	424	635
Campbellton.....	1,453	1,177	Fort Erie.....	621	585
Edmundston.....	1,394	1,155	Fort Frances.....	576	647
Fredericton.....	1,642	1,242	Fort William.....	1,941	2,045
Minto.....	307	339	Galt.....	1,177	1,122
⁽²⁾ Moncton.....	5,109	3,856	Gananoque.....	287	351
Newcastle.....	1,653	1,141	Goderich.....	439	482
Saint John.....	2,945	2,857	Guelph.....	1,272	1,623
St. Stephen.....	997	1,132	Hamilton.....	9,646	10,974
Sussex.....	483	386	Hawkesbury.....	655	541
Woodstock.....	1,212	799	Kapuskasing.....	816	1,084
Quebec.....	139,181	129,937	Kenora.....	1,040	984
Alma.....	1,872	1,572	Kingston.....	1,862	2,217
Asbestos.....	645	474	Kirkland Lake.....	820	1,387
Baie Comeau.....	834	672	Kitchener.....	1,805	2,006
Beauharnois.....	846	953	Leamington.....	927	808
Buckingham.....	796	745	Lindsay.....	489	488
Causapscal.....	1,178	1,183	Listowel.....	229	297
Chandler.....	1,343	1,137	London.....	4,100	3,835
Chicoutimi.....	2,275	2,032	Long Branch.....	2,854	3,249
Cowansville.....	323	288	Midland.....	786	696
Dorval.....	1,026	1,134	Napanee.....	515	506
Drummondville.....	1,804	1,524	Newmarket.....	997	1,136
Farnham.....	478	432	New Liskeard ⁽²⁾	495	.....
Forestville.....	436	550	Niagara Falls.....	2,295	2,355
Gaspé.....	893	870	North Bay.....	1,581	1,455
Granby.....	1,949	1,694	Oakville.....	579	732
Hull.....	3,454	2,900	Orillia.....	786	787
Joliette.....	3,029	2,585	Oshawa.....	4,663	3,972
Jonquière.....	2,764	2,250	Ottawa.....	7,357	6,317
Lachute.....	855	566	Owen Sound.....	1,014	1,101
Lac Mégantic.....	772	539	Parry Sound.....	500	511
La Malbaie.....	1,004	978	Pembroke.....	1,508	1,572
La Tuque.....	806	843	Perth.....	434	456
Lévis.....	1,945	2,301	Peterborough.....	2,428	2,819
Louiseville.....	754	779	Pictou.....	322	302
Magog.....	550	464	Port Arthur.....	2,562	3,523
Maniwaki.....	495	552	Port Colborne.....	1,156	768
Matane.....	1,298	1,492	Prescott.....	486	594
Mont-Laurier.....	738	704	Renfrew.....	396	369
Montmagny.....	1,196	1,287	St. Catharines.....	3,276	3,763
Montréal.....	51,427	47,755	St. Thomas.....	1,146	1,245
New Richmond.....	1,070	993	Sarnia.....	2,261	2,573
Port Alfred.....	842	673	Sault Ste. Marie.....	2,986	2,213
Québec.....	9,743	9,383	Simcoe.....	967	825
Rimouski.....	2,269	2,668	Sioux Lookout.....	.....	242
Rivière du Loup.....	2,719	2,531	Smiths Falls.....	463	380
Roberval.....	1,101	1,210	Stratford.....	697	689
Rouyn.....	2,549	2,439	Sturgeon Falls.....	818	892
Ste. Agathe des Monts.....	597	571	Sudbury.....	4,779	3,227
Ste. Anne de Bellevue.....	802	707	Tillsonburg.....	598	419
Ste. Thérèse.....	2,004	1,587	Timmins.....	1,521	2,085
St. Hyacinthe.....	1,351	1,417	Toronto.....	32,300	35,512
St. Jean.....	1,850	1,621	Trenton.....	626	571
St. Jérôme.....	1,380	1,242	Walkerton.....	425	541
Sept-Îles.....	1,625	1,400	Wallaceburg.....	485	584
Shawinigan.....	3,590	3,510	Welland.....	1,757	2,054
Sherbrooke.....	3,966	3,994	Weston.....	2,737	3,028
			Windsor.....	7,619	8,793
			Woodstock.....	572	864

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT NOVEMBER 30, 1962—Concluded.

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) Nov. 30, 1962	Previous Year Nov. 30, 1961		(1) Nov. 30, 1962	Previous Year Nov. 30, 1961
Manitoba	22,377	23,033	British Columbia	55,419	58,774
Brandon.....	1,659	1,772	Chilliwack.....	1,653	1,941
Dauphin.....	1,159	1,244	Courtenay.....	978	981
Flin Flon.....	177	223	Cranbrook.....	862	800
Portage la Prairie.....	917	1,047	Dawson Creek.....	1,173	840
The Pas.....	419	346	Duncan.....	845	791
Winnipeg ⁽¹⁾	18,046	18,401	Kamloops.....	1,249	1,370
Saskatchewan	14,357	16,292	Kelowna.....	850	1,149
Estevan.....	291	417	Kitimat.....	141	158
Lloydminster.....	286	360	Mission City.....	933	1,155
Moose Jaw.....	1,146	1,416	Nanaimo.....	1,144	986
North Battleford.....	917	960	Nelson.....	740	937
Prince Albert.....	2,437	1,980	New Westminster.....	8,112	9,081
Regina.....	3,225	4,272	Penticton.....	1,071	1,351
Saskatoon.....	3,420	3,610	Port Alberni.....	716	636
Swift Current.....	629	925	Prince George.....	2,632	2,145
Weyburn.....	314	443	Prince Rupert.....	1,432	1,393
Yorkton.....	1,692	1,909	Princeston.....	381	455
Alberta	27,697	23,105	Quesnel.....	866	983
Blairmore.....	383	362	Trail.....	696	748
Calgary.....	9,477	8,994	Vancouver.....	23,416	24,797
Drumheller.....	370	424	Vernon.....	1,357	1,801
Edmonton.....	11,897	12,444	Victoria.....	3,642	3,724
Edson.....	446	398	Whitehorse.....	530	552
Grande Prairie.....	747	800	CANADA	456,756	454,272
Lethbridge.....	2,210	2,163	Males.....	328,801	329,306
Medicine Hat.....	1,139	1,290	Females.....	127,955	124,966
Red Deer.....	1,028	1,230			

(1) Preliminary subject to revision.

(2) Includes 539 registrations reported by the Magdalen Islands local office.

(3) Prior to May 1962 figures included with Kirkland Lake local office.

(4) Winnipeg includes Sioux Lookout as of November 1, 1962.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, D.B.S. from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 1432, December 1962 issue.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1962—September.....	3,893,000	3,695,200	197,800
August.....	3,995,000	3,796,300	198,700
July.....	3,976,000	3,764,000	212,000
June.....	3,954,000	3,739,700	214,300
May.....	3,889,000	3,625,100	263,900
April.....	4,064,000	3,499,500	564,500
March.....	4,144,000	3,456,500	687,500
February.....	4,161,000	3,442,300	718,700
January.....	4,158,000	3,459,500	698,500
1961—December.....	4,139,000	3,537,800	601,200
November.....	4,023,000	3,637,000	386,000
October.....	3,940,000	3,671,300	268,700
September.....	3,913,000	3,683,800	229,200

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
OCTOBER, 1962**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at end of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	3,610	2,328	1,282	3,035	2,035	1,000	1,350
Prince Edward Island.....	445	293	152	394	293	101	150
Nova Scotia.....	6,389	4,020	2,369	5,640	4,139	1,501	2,011
New Brunswick.....	5,832	3,669	2,163	5,648	3,665	1,383	1,963
Quebec.....	44,318	27,681	16,637	38,930	28,203	10,727	15,209
Ontario.....	50,915	32,609	18,306	45,523	31,705	13,818	15,905
Manitoba.....	6,001	3,830	2,171	5,412	3,720	1,692	1,814
Saskatchewan.....	3,623	2,577	1,046	2,900	1,899	1,001	1,378
Alberta.....	8,881	5,809	3,072	6,439	4,278	2,161	4,304
British Columbia.....	20,430	12,708	7,722	17,944	11,953	5,991	5,978
Total, Canada, October 1962.....	150,444	95,524	54,920	131,265	91,890	39,375	50,067
Total, Canada, September 1962.....	98,293	60,512	37,781	96,489	67,175	29,314	30,888
Total, Canada, October 1961.....	158,060	96,870	61,190	146,330	102,637	43,693	47,884

*In addition, revised claims received numbered 40,592.

†In addition, 42,804 revised claims were disposed of. Of these, 3,938 were special requests not granted and 2,362 were appeals by claimants. There were 8,821 revised claims pending at the end of the month.

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES, BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, OCTOBER 31, 1962

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)							Percent- age Postal	October 31, 1961 total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	244,140	93,324	33,993	39,314	21,303	14,126	9,996	32,084	30.0	268,682
Male.....	165,316	70,508	24,620	25,101	12,942	7,794	5,152	19,190	30.9	185,454
Female.....	78,824	22,816	9,373	14,213	8,361	6,332	4,844	12,885	28.1	83,228
Newfoundland.....	6,063	1,486	807	948	722	267	296	1,407	63.0	5,461
Male.....	5,232	1,360	758	811	595	314	224	1,150	63.5	4,513
Female.....	831	106	49	137	127	83	72	257	59.7	948
Prince Edward Island....	880	214	175	188	84	43	34	142	58.3	765
Male.....	593	167	123	119	48	27	24	85	62.1	471
Female.....	287	47	52	69	36	16	10	57	50.5	294
Nova Scotia.....	12,526	3,923	1,602	2,028	1,482	640	583	2,268	41.4	12,134
Male.....	9,812	3,192	1,333	1,550	1,125	477	410	1,725	42.0	9,332
Female.....	2,714	731	269	478	357	163	173	543	39.4	2,802
New Brunswick.....	10,242	3,614	1,387	1,699	957	646	461	1,478	51.2	9,272
Male.....	7,969	3,049	1,069	1,307	712	427	313	1,092	53.9	6,484
Female.....	2,273	565	318	392	245	219	148	386	41.9	2,788
Quebec.....	73,350	28,341	9,896	12,318	6,298	4,528	3,080	8,898	26.4	79,590
Male.....	51,038	21,706	7,331	8,637	3,973	2,585	1,632	5,174	26.4	55,591
Female.....	22,321	6,635	2,565	3,681	2,325	1,943	1,448	3,724	26.6	23,999
Ontario.....	78,959	31,019	11,327	12,002	6,431	4,339	3,264	10,577	23.5	90,451
Male.....	49,967	22,543	7,814	6,727	3,509	2,184	1,378	5,812	22.8	60,316
Female.....	28,992	8,476	3,513	5,275	2,922	2,155	1,886	4,765	24.7	30,135
Manitoba.....	11,314	4,565	1,240	1,708	963	728	366	1,744	22.2	13,703
Male.....	7,129	3,171	825	1,048	503	383	221	978	23.6	9,782
Female.....	4,185	1,394	415	660	460	345	145	766	19.7	3,921
Saskatchewan.....	5,941	2,360	842	893	481	305	277	783	41.1	7,356
Male.....	3,603	1,713	577	411	249	138	122	393	44.4	4,846
Female.....	2,338	647	265	482	232	167	155	390	36.0	2,510
Alberta.....	13,676	5,657	1,754	2,242	1,190	868	506	1,459	57.0	14,717
Male.....	8,804	4,238	1,195	1,155	597	450	257	909	59.6	9,474
Female.....	4,872	1,419	559	1,084	593	418	249	550	52.2	5,243
British Columbia.....	31,180	12,145	4,963	5,288	2,695	1,632	1,129	3,328	24.9	35,233
Male.....	21,169	9,349	3,595	3,333	1,631	809	571	1,881	26.5	24,645
Female.....	10,011	2,796	1,368	1,955	1,064	823	558	1,447	21.4	10,588

NOTE: Numbers less than 50 subject to relatively large sampling variability.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, OCTOBER 1962

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	18,860	430,840
Prince Edward Island.....	2,762	57,714
Nova Scotia.....	36,873	832,660
New Brunswick.....	29,361	644,427
Quebec.....	201,187	4,748,126
Ontario.....	225,508	5,261,250
Manitoba.....	26,892	619,286
Saskatchewan.....	15,223	332,970
Alberta.....	33,452	800,286
British Columbia.....	82,519	2,026,182
Total, Canada, October 1962.....	672,646	15,753,741
Total, Canada, September 1962.....	542,054	12,664,177
Total, Canada, October 1961.....	727,724	17,115,047

* "Weeks paid" represent the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1961—December.....	129.8	124.5	133.8	113.7	141.1	156.8	146.3	117.3
1962—January.....	129.7	124.8	134.0	111.6	140.6	156.8	146.6	117.3
February.....	129.8	125.0	134.0	111.8	140.7	157.2	146.7	117.2
March.....	129.7	124.4	134.0	112.9	139.9	157.2	146.7	117.5
April.....	130.3	125.8	134.0	113.2	140.2	158.1	146.6	117.9
May.....	130.1	124.5	134.5	112.8	140.4	158.2	147.1	117.9
June.....	130.5	125.6	134.9	113.1	140.4	158.2	147.0	117.9
July.....	131.0	127.0	135.1	112.9	140.7	158.4	147.8	117.9
August.....	131.4	128.4	135.1	112.7	140.8	158.2	147.8	118.0
September.....	131.0	126.8	135.2	113.3	140.3	158.2	147.6	118.0
October.....	131.5	127.2	135.4	115.6	139.9	160.0	147.8	118.0
November.....	131.9	127.7	135.6	116.0	140.6	159.8	148.2	117.8
December.....	131.9	127.8	135.7	115.8	140.2	159.8	148.2	117.8

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF NOVEMBER 1962

(1949=100)

	All-items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Nov. 1961	Oct. 1962	Nov. 1962							
St. John's Nfld.....	116.4	118.1	118.1	112.4	114.6	111.3	123.5	154.7	152.1	101.1
Halifax.....	129.7	130.8	130.9	123.5	134.3	125.6	139.6	163.2	163.3	124.5
Saint John.....	130.8	131.4	131.4	125.3	130.9	121.5	143.7	184.8	150.1	124.5
Montreal.....	130.8	131.3	132.0	132.1	134.7	109.1	160.7	169.0	143.7	118.7
Ottawa.....	131.8	132.1	132.7	127.2	137.4	121.4	152.1	163.8	144.0	123.8
Toronto.....	131.9	133.1	133.2	125.9	139.7	120.4	133.7	156.0	185.3	121.8
Winnipeg.....	128.9	129.5	130.1	127.9	129.5	121.3	135.1	173.3	141.3	120.4
Saskatoon-Regina.....	126.4	127.9	128.0	125.4	127.3	126.8	137.0	144.8	148.4	119.5
Edmonton-Calgary.....	125.7	126.9	127.4	122.6	127.5	125.6	130.8	162.8	144.4	119.5
Vancouver.....	130.1	130.2	130.6	127.7	134.7	118.4	138.2	150.3	146.2	121.0

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 103.

TABLE G-1—STRIKES AND LOCKOUTS, 1957-1962

Month of Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
1959.....	203	218	100,127	2,286,900	0.19
1960.....	268	274	49,408	738,700	0.06
1961.....	272	287	97,959	1,335,080	0.11
1961: November.....	24	49	11,059	122,100	0.11
December.....	13	40	22,000	140,890	0.13
*1962: January.....	20	40	9,174	85,420	0.08
February.....	15	44	10,855	72,070	0.07
March.....	30	46	12,426	143,800	0.14
April.....	18	40	12,328	142,770	0.14
May.....	23	45	17,333	139,700	0.12
June.....	27	53	14,545	260,650	0.23
July.....	24	47	16,775	133,650	0.11
August.....	35	54	11,531	74,540	0.07
September.....	23	48	10,482	116,350	0.10
October.....	21	42	9,957	108,040	0.10
November.....	29	49	9,565	76,740	0.07

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, BY INDUSTRY, NOVEMBER 1962

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	1	38	840
Mines.....	4	3,900	8,430
Manufacturing.....	19	3,188	29,760
Construction.....	15	1,890	34,950
Transpn. and utilities...	3	304	550
Trade.....	7	245	2,210
Finance.....			
Service.....			
Public administration...			
All industries.....	49	9,565	76,740

TABLE G-3—STRIKES AND LOCKOUTS, BY JURISDICTION, NOVEMBER 1962

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island..			
Nova Scotia.....	5	3,980	8,510
New Brunswick.....			
Quebec.....	9	2,270	48,750
Ontario.....	23	2,471	14,790
Manitoba.....	1	36	220
Saskatchewan.....			
Alberta.....	1	17	640
British Columbia.....	8	516	3,290
Federal.....	2	275	540
All jurisdictions....	49	9,565	76,740

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
NOVEMBER 1962**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues ~ Result
			Novem- ber	Accu- mulated	Termi- nation Date	
MINES						
<i>Mineral Fuels</i> Old Sydney Colliery Sydney Mines, N.S.	Mine Workers Loc. 4535 (Ind.)	500	500	500	Nov. 28 Nov. 29	Seniority rights~Return of workers.
Dominion Coal No. 12 and No. 18 Collieries, New Waterford, N.S.	Mine Workers Locs. 7557 and 4527 (Ind.)	1,649	4,120	4,120	Nov. 20 Nov. 23	Allocation of temporary em- ployees~Return of workers.
Dominion Coal No. 26 Colliery, Glace Bay, N.S.	Mine Workers Loc. 4520 (Ind.)	1,126	2,250	2,250	Nov. 12 Nov. 14	Alleged unsafe working con- ditions~Return of workers.
Dominion Coal No. 18 Colliery, New Victoria, N.S.	Mine Workers Loc. 7557 (Ind.)	625	1,560	1,560	Nov. 1 Nov. 6	Suspension of one worker~ Return of workers pending further discussions.
MANUFACTURING						
<i>Leather</i> A. R. Clarke Co., Toronto, Ont.	Butcher Workmen Loc. 125L (AFL-CIO/CLC)	200	3,400	21,200	June 25 Nov. 26	Signing a first agreement~ Return of workers, agree- ment to be negotiated.
<i>Wood</i> Tahsis Co., Tahsis, B.C.	Woodworkers Loc. 1-85 (AFL-CIO/CLC)	300	900	900	Nov. 28	Discharge of one worker~
<i>Primary Metals</i> Quebec Iron & Titanium, Tracy, Que.	Metal Trades' Federation (CNTU)	745	20,410	67,730	Aug. 28	New agreement~
<i>Metal Fabricating</i> American Standard Products, Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	138	280	5,390	Sep. 10 Nov. 5	Seniority clause, wages, working conditions~Existing seniority clause excluded from new contract.
<i>Transportation Equipment</i> York Gears, Toronto, Ont.	Auto Workers Loc. 984 (AFL-CIO/CLC)	242	120	120	Nov. 30	Wages, hours~
<i>Non-Metallic Mineral</i> Dominion Glass, Hamilton, Ont.	Glass and Ceramic Workers Loc. 203 (AFL-CIO/CLC)	1,100	2,200	59,950	Aug. 18 Nov. 5	Wages, fringe benefits~9¢ an hr. Nov. 5, 1962, 5¢ Nov. 1, 1963, 5¢ Nov. 1, 1964; im- proved fringe benefits.
<i>Chemical Products</i> Shawinigan Chemicals, Shawinigan, Que.	CNTU—chartered local	1,239 (40)	26,150	100,030	Aug. 17	Management rights, job eval- uation seniority rights~
CONSTRUCTION						
Five electrical contractors, Sarnia, Ont.	I.B.E.W. Loc. 530 (AFL-CIO/CLC)	317	6,970	17,770	Aug. 8 Dec. 3	Vacation pay, wages~35¢ an hr. increase on the basis of 25¢-5¢-5¢ yearly increases.
TRANSPN AND UTILITIES						
<i>Transportation</i> Various stevedoring companies,* Hamilton, Ont.	I.L.A. Loc. 1654 (AFL-CIO/CLC)	135	450	450	Nov. 7 Nov. 12	Disciplinary dismissal of three workers~Return of workers.
Various stevedoring companies,* Hamilton, Ont.	I.L.A. Loc. 1654 (AFL-CIO/CLC)	140	90	90	Nov. 12 Nov. 13	Suspension of three workers ~Return of workers.
TRADE Tolhurst Oil, Pte-aux-Trembles, Que.	Oil Workers Loc. 9-700 (AFL-CIO/CLC)	100	600	600	Oct. 15 Nov. 8	Wages, hours~Wage in- crease, reduction in hours.

*Federal jurisdiction.

Figures in parentheses indicate the number of workers indirectly affected.

Technical Note to "G" Tables

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section contain data covering strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days.

The developments leading to work stoppages are often too complex to make it practicable to distinguish statistically between strikes on the one hand and lockouts on the other. However, a work stoppage that is clearly a lockout is not often encountered.

The data on workers involved include all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Where the number of workers involved varied in the course of the stoppage, the maximum number is used for monthly totals, but adjustments are made for changes reported in the number of workers involved in work stoppages extending over two or more months. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included in the data on workers involved. Their number, however, if any, is shown in parentheses for the major work stoppages listed in Table G-4. The data in parentheses are those reported at an early stage of the work stoppage, and they refer only to the plant or premises at which the stoppage occurred.

Duration of strikes and lockouts in man-days is calculated by multiplying the number of workers involved in each work stoppage by the number of working days the work stoppage was in progress. Where the number of workers involved varied significantly in the course of the stoppage, an appropriate adjustment is made in the calculation as far as this is practicable. The duration in man-days of all stoppages in a month or year is also shown as a percentage of estimated working time, based on the corresponding monthly figure or annual average figure for non-agricultural paid workers in Canada. The data on duration of work stoppages in man-days are provided to facilitate comparison of work stoppages in

terms of a common denominator; they are not intended as a measure of the loss of productive time to the economy. For convenience of expression, however, duration in man-days is on occasion referred to as "time loss" in reviews based on this series.

The data on the distribution of work stoppages by industry in Table G-2 follow the Standard Industrial Classification, D.B.S. (1960).

In Table G-3 work stoppages are classified according to jurisdiction, whether federal or provincial. This is done on the basis of the governmental agency that intervened in the dispute. Where there was no such intervention the classification is, wherever possible, on the basis of the agency that previously dealt with labour matters in the establishment involved.

Work stoppages involving 100 or more workers are listed in Table G-4, which shows in each instance the employer(s) and the location of the premises at which the work stoppage occurred, the union(s) directly involved or concerned in the dispute, number of workers involved, duration in man-days, starting date (the first day on which normal operations were affected) and termination date. For work stoppages that are terminated by mutual agreement, the termination date is usually the day on which work was resumed. Work stoppages that have not been resolved in this way are as a rule considered terminated, for statistical purposes, at the date by which it was established that two-thirds or more of the workers involved had either returned to work, or had found work with other employers, or had been replaced by new employees; or the date by which it was reported that the operations affected by the work stoppage would not be resumed. Also shown in Table G-4 are the major issues, as far as known, that led to work stoppage, and the result, i.e., the terms of settlement of major issues where a settlement was reached when the work stoppage terminated, or the circumstances in which the work stoppage came to an end.

While the methods used to obtain data on work stoppages preclude the likelihood of major omissions, it is not always possible, particularly on a preliminary basis, to obtain precise information in detail. Consequently the information in this section may not be accurate in all respects.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA DURING THE THIRD QUARTER OF 1962, BY GROUPS OF INDUSTRIES AND CAUSES

Cause	Agriculture	Logging	Fishing	Mining	Manufacturing	Construction	Public Utilities	Transportation, Storage, Communications	Trade	Finance	Service	Unclassified	Total
Striking Against and Stepping on Objects.....													
Struck by.....													
(a) Tools, Machinery, etc.....	1	1			1	2					1		6
(b) Moving Vehicles.....		15		2	5	7		2					6
(c) Other Objects.....				12	4	4					3		42
Caught In, On or Between.....	7	1	3	3	4	6	1	3	1		1	1	28
Collisions, Derailments, Wrecks, etc.....	5	1	3	1	4	8	2	23	9		5		61
Falls and Slips.....													
(a) On the Same Level.....					2						1		3
(b) To different Levels.....				4	11	9		7	2		6		39
Conflagrations, Temperature Extremes.....				8	3		1				4		13
Inhalation, Contact, Absorptions.....	1			7	5	2					1		16
Contact with Electric Current.....	2				5		6		1		1		15
Over-exertion.....						1					1		2
Miscellaneous Accident Types.....					2			1			1		4
Total Third Quarter 1962.....	17	18	3	32	42	38	10	36	13		25	1	235

TABLE H-2—INDUSTRIAL FATALITIES, BY PROVINCE AND GROUPS OF INDUSTRIES, DURING THE THIRD QUARTER OF 1962

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....		1		1	2	6		4	3			17
Logging.....	1				1	2				14		18
Fishing and Trapping.....	1		2									3
Mining and Quarrying.....			5		2	11	1	3	3	6	1	32
Manufacturing.....			1	1	6	22	3		2	7		42
Construction.....			4		1	10	3	8	6	6		38
Public Utilities.....					3	3	1	1	1		1	10
Transportation, Storage and Communications.....												
Trade.....	2			1	1	7		3	8	12		36
Finance.....	1				2	2			1	7		13
Service.....												
Unclassified.....					1	11	2		2	7	2	25
Total.....	5	1	13	3	21	74	10	19	26	59	4	235*

* Of this total 192 fatalities were reported by the various Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 43 were obtained from other non-official sources.



CANADA

THE

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Transition from School to Work—p. 112



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(Continued on page three of cover)

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Labour-Management Co-operation

Labour-Management Committees, promoted by the Department, now number more than 1,700 and represent more than 497,000 Canadian workers. Committees concern themselves with production problems, do not encroach on collective bargaining

The number of Labour-Management Committees in Canadian industry is increasing. A report issued last month by the Department shows that at October 31, 1962 more than 1,700 joint committees, representing more than 497,000 workers, were operating in industry throughout Canada.

The largest number of committees was in the manufacturing industries, where there were 1,131, representing 302,592 workers. In the manufacturing industries, 277 committees, representing 84,178 workers, are in the iron and its products group; 116, representing 45,038, in pulp, paper and paper products.

For other manufacturing industry groups, the number of committees and of workers represented on them are:

Textile Products	43	11,237
Rubber & Its Products	19	10,604
Printing & Publishing	14	2,798
Lumber & Its Products	77	11,135
Edible Plant Products	82	17,102
Leather & Its Products	19	4,430
Edible Animal & Sea Products	66	12,851
Non-ferrous Metals & Their Products	54	18,673
Clay, Glass & Stone Products	80	16,879
Non-Metallic Mineral Products	23	4,217
Tobacco Products	6	5,002
Beverages	34	9,020
Electric Light & Power	103	9,534
Chemical & Allied Products	60	14,501
Electrical Apparatus	45	23,000
Miscellaneous	13	2,393

There were 183 committees, representing 63,866 workers, in the service industry, and 160, representing 30,802 workers, in the communications industry. Committees and the number of workers represented on them, for other industries, are:

Logging	4	890
Mining	29	8,361
Construction	4	1,722
Transportation	152	80,052
Trade	85	8,696
Finance	1	334

The 152 committees in the transportation industry are divided between railways, with 110 committees representing 63,344 workers, and air transport, street railways and forwarding companies, where the 42 committees represent 15,708 workers.

Committees exist in all provinces. Ontario leads in the number of Labour-Management Committees with 755, representing more than 179,000 workers. But Quebec committees, which number 449, represent nearly 186,000 workers.

In other provinces, the number of committees and of workers represented on them are:

British Columbia	141	24,895
Alberta	121	35,281
Manitoba	108	28,556
Saskatchewan	97	15,005
Nova Scotia	32	11,438
New Brunswick	27	11,820
Newfoundland	12	3,215
Prince Edward Island	7	1,265

More than 365,000 workers are represented on 1,318 Labour-Management Committees in which the participating unions are affiliated with the Canadian Labour Congress; 46,293 workers are represented on 105 committees in which the participating unions are CNTU affiliates.

Labour-Management Committees, which are promoted through the Labour-Management Co-operation Service of the Department, concern themselves with production problems, safety, good plant housekeeping and many other industrial activities. They do not deal with subjects covered by collective bargaining. They are an effective line of communication between employer and employee.

There is a growing conviction among leaders in government, management and labour that greater labour-management co-operation is necessary if Canada is to meet the challenge of international competition for the markets of the world, including our own home market. This challenge can be met effectively only by full labour-management co-operation at all levels.

Officers of the Labour-Management Co-operation Service are available to unions and management to assist in the organization of joint committees and also to assist existing committees by providing technical assistance and printed material. The Service maintains branch offices in Amherst, N.S.; Montreal and Three Rivers, Que.; Toronto and Windsor, Ont.; Winnipeg, Man.; and Vancouver, B.C.

50 Years Ago This Month

Commission recommends setting-up of central statistical office for Dominion. B.C. Federation of Labour and TLC's Ontario executive ask their provincial governments to prohibit Orientals from employing white females in any capacity

The report of a departmental commission appointed in May 1912 by Hon. George E. Foster, Minister of Trade and Commerce, to inquire into the statistics of Canada, which was tabled in the House of Commons in January 1913, was summarized in the *LABOUR GAZETTE* of February 1913.

The report, according to the *GAZETTE*'s summary, said that Canadian statistics as a whole lacked coherence and common purpose. To remedy this situation, the commission—one of the members was R. H. Coats, Editor of the *LABOUR GAZETTE*—proposed the setting-up of a central statistical office under the Dominion Government.

This central office was to have the duty, first, of enlarging and co-ordinating the statistics issued under federal authority; and, later, of securing the co-operation of the provinces in correlating the whole field of statistics.

The report suggested that the office should be primarily a "thinking office" for the whole Dominion. It was not to override or encroach upon purely departmental authority; but it was to be the main statistical agency for the Dominion. The commission thought that the several interests involved, which included federal Government departments and provincial agencies, were not diverse but common, and that a working plan for co-operation should be not only feasible but easy.

Among the matters brought before the third annual convention of the British Columbia Federation of Labour (TLC) in Victoria in January 1913, the *GAZETTE* reported, was the result of a referendum vote on the question of the adoption by the Federation of the principles of socialism. This referendum had resulted in 1,718 votes in favour to 431 against.

The executive committee in its report to the convention mentioned a number of demands that it had placed before the provincial Cabinet. The Federation had demanded: the eight-hour day and six-day week in all industries, the taking-over by the Government of the British Columbia telephone system, fortnightly payday in all industries, raising of the income tax exemption to \$2,000, a stop to subsidized immigration—especially through the Salvation Army—measures to deal with unemploy-

ment, extension of the Workmen's Compensation Act to all industries and all buildings regardless of height, an increase in workmen's compensation in case of death from \$1,500 to \$3,000 and in weekly indemnity from a maximum of \$10 to a minimum of \$10.

The executive committee expressed its regret that the nominees of the Federation had not been given a place on the Royal Commission that had recently been appointed by the provincial Government to inquire into industrial conditions in British Columbia.

Resolutions passed by the convention called for a number of amendments to the Coal Mines Regulation Act, including a provision compelling all employers to provide baths for the use of their employees. Others proposed that six hours constitute a day's work underground, all piecework be abolished in mines, a minimum wage for miners be \$4 a day, no person under 16 years old be employed in or about a mine, and that Orientals be excluded from working in or about a mine.

A resolution was approved that urged legislation to ensure to all men whose occupation obliged them to live on company-owned property the right to belong to a union of their own choice, to be visited by their lawfully elected officers, and to hold necessary union meetings and transact necessary union business.

Legislation was also asked for that would prohibit Orientals from employing white females in any capacity, make it illegal to evict persons engaged in industrial disputes, prohibit the employment of private detectives within the province, and require wages to be paid in legal tender.

In January 1913, the Ontario executive of the Trades and Labour Congress of Canada waited upon the Premier of the province and asked for legislation that, among other things, would: require payment in legal tender of workmen employed on government or government-subsidized works; prohibit payment of wages by cheque; provide for the appointment of a provincial fair wage officer; stop the subsidizing of immigration; establish an eight-hour day in plants working 24 hours a day; and make it a criminal offence for Orientals to employ white girls.

Open Classes in Skill Development To Upgrade Employed Persons

A pilot project in a new co-operative educational scheme to prepare employed persons to meet the rapidly changing needs of industry was begun at Leaside, Ont., on January 28. Special classes opened for 30 persons employed at three Leaside firms.

The three companies—Sangamo Company Limited, Honeywell Controls Limited and Philips Electronics Limited—are co-operating with unions, provincial and federal governments, and local school board officials in the project. It is the first time a group of employers has co-operated with government in the implementation of a program of basic training for skill development. Similar programs are being planned elsewhere in Ontario and in other provinces.

The purpose of the six-month course is to upgrade workers in mathematics, science and English to a level where they can take further training and retraining in specific skills.

Ten employees from each company, while receiving full pay, will be allowed to leave work each day before 3 o'clock, five days a week for six months, to attend the courses, which run for three hours each day. In this way the company will be contributing 1½ hours, and each employee will be contributing the same amount of his own time.

Trainees include both men and women, ranging in age up to 45, who have completed Grades 8 or 9. The new courses are designed to raise their levels of attainment in mathematics, science and English by two or three school grades.

The Ontario Department of Education has agreed to issue an equivalency certificate when a trainee completes a course. For example, a trainee who finishes Grade 10 mathematics will receive a Grade 10 mathematics equivalency certificate.

The courses will follow the regular high school curriculum with emphasis on the application of the subjects to an industrial setting. Special adult teaching techniques will be employed.

The courses will be carried out under the direction of Harry Anderson, retired Vice-President of Sangamo, in rented quarters, although the Leaside School Board will make laboratories available for the courses. Two instructors have been retained for the program.

The companies will pay the costs of the program but will be reimbursed by the province. In turn, the federal Government

will share 50 per cent of provincial expenditures under Program 4 under the federal-provincial Technical and Vocational Training Agreement.

In addition to federal and provincial officials, several persons participated in the planning and implementation of the program. They included Norman McLeod, Principal, Leaside High School; William C. Macready, Vice-Principal; Frederic Wise, Sangamo Company Limited; William Towill, Honeywell Controls Limited; and F. Keith Richan, Philips Electronics Industries Ltd.

Women's Bureau Revises Booklet On Vocational Training for Girls

A revised edition of the Women's Bureau publication, *Vocational and Technical Training for Girls*, has been issued. The revised edition replaces one issued a year ago (L.G., Jan. 1962, p. 96).

"Just as the occupational world is changing, so are opportunities for training. New schools at every level of instruction are being built in every province. New courses geared to the changing needs of the economy are constantly being introduced," the booklet says.

The publication lists and describes the various courses of vocational and technical training suitable for girls that are offered by Canadian educational institutions at the high school, post high school and trade school levels. Many additional types of training relating to new occupational fields have been included in the revised edition. Photographs, provided by Institutes of Technology, illustrate the various kinds of training that girls are undergoing.

Copies of the booklet may be obtained from the Queen's Printer, Ottawa, at 35 cents each.

Australia Has "Women's Bureau"

The Minister of Labour and National Service for the Commonwealth of Australia recently announced the establishment of a new Women's Section within the Department. The chief function of the Section will be to expand and give more formal organization to the research already being conducted by the Department into the economic and social problems affecting women workers.

Miss Alison M. Stephen, formerly head of the Department's International Relations Section, has been appointed first Director of the Women's Section.

Department Issues Directory Of Canadians Studying in U.S.

The *Directory of Canadians Studying in the United States, 1962-1963*, the sixth report in an annual series published by the Department of Labour, is now available. This directory is based on replies to a survey of students by the Department in 1962, from a mailing list supplied by the Institute of International Education, New York, N.Y.

To Assist Employers

The main purpose of the directory is to assist Canadian employers in recruiting professional staff and, at the same time, provide the means whereby the students who are listed in the Directory may find employment in Canada after graduation.

The 1962-63 directory contains information on about 350 undergraduate and 1,000 postgraduate students. The undergraduate list includes only those students who expect to receive a bachelor's or first professional degree in 1963. The list of graduate students includes all respondents regardless of the year in which they expect to complete their studies.

For each student, the following information is supplied: full name, year of birth, permanent mailing address, degree, university and field of study. Postgraduate thesis topics are shown where this information was supplied.

6,273 Canadian Students

The directory also contains a table showing the number of full-time Canadian students reported to be studying in American universities and colleges, by principal field of study, from 1956-57 to 1961-62. Registrations reported in the latter year were 6,273, consisting of 4,084 undergraduate and 2,189 graduate students.

Copies of the directory may be obtained free of charge by writing to the Economics and Research Branch, Department of Labour, Ottawa 4, Ontario.

Served in Department 30 Years, Harry Hereford Dead at 80

Harry Hereford, M.B.E., for many years a senior official of the Department of Labour, died suddenly last month at the age of 80 years.

At the time of his retirement in 1948 he was Director of the Research and Statistics (now Economics and Research) Branch of the Department.

During his 30 years with the Department, Mr. Hereford served in various capacities. He first joined the Department in 1918 as General Superintendent of the newly established Maritime Employment Service. After a short period as Industrial Engineer of the Department, he was appointed Registrar of the Combines Investigation Act. In 1930 he became Dominion Commissioner of Unemployment Relief, a post that he continued to fill during the years of the Depression.

When the Second World War began, Mr. Hereford was appointed Controller of Manpower Records, and later Special Assistant to the Deputy Minister, Chief Registrar for Canada and Director of Planning, National Selective Service. During this time he was also Secretary of the National Selective Service Advisory Board.

MBE in 1943

On June 3, 1943, he was made a Member of the Most Excellent Order of The British Empire (M.B.E.).

After the war he was a member of several interdepartmental committees dealing with matters arising out of the war, and a delegate to several ILO conferences.

After his retirement, he was assistant to the Director of the Canada Branch, International Labour Office from 1949 to 1957.

One of Mr. Hereford's sons, Frank M. Hereford, is Director of the Special Services Branch of the Department.



—Horsdal, Ottawa.

Harry Hereford, M.B.E.

"Domtar" Sponsors Own Labour-Management Seminar

A two-day labour-management seminar, at Ste. Agathe, Que., in late November was sponsored by Dominion Tar & Chemical Company, Limited. The company negotiates 120 separate collective agreements with 25 national and international unions.

Both labour and management spokesmen said the meeting was "highly profitable." Another is to be held by the company within six months.

"Domtar" representatives had been present at a labour-management conference last March, sponsored by the National Productivity Council, at Queen's University, Kingston, and at the area labour-management committee conference the same month at Cornwall, Ont., sponsored by the Department of Labour (L.G., June 1962, p. 595). As a result, the company decided to hold its own conference.

At the Domtar seminar, the delegates on the first day thoroughly discussed the following:

1. Problems and questions concerning pension plans.

2. Displacement of labour resulting from automation, obsolescence, technological changes and market changes.

The discussion on labour displacement was divided into the following topics:

- Advance information and consultation between the parties.

- Methods of training and retraining workers.

- The relocation of workers.

During the second day of the seminar, the delegates undertook:

1. An examination of developments in international trade patterns and their effects, and discussions on how to meet the challenges posed by the European Common Market, the proposed trade program of U.S. President Kennedy, and other associated problems.

2. A discussion entitled: "Information and communication and the mechanism for continuing consultation on matters of mutual interest."

The seminar was under the chairmanship of Dr. John Deutsch, Vice-Principal of Queen's University.

The company group, consisting of six vice-presidents and managing directors, together with the heads of central staff departments, was led by W. N. Hall, President of Domtar.

The 22-man labour group was jointly headed by William Dodge, CLC Executive Vice-President, and Jean Marchand, CNTU President.

The federal Government was represented at the seminar by Gordon G. Cushing, Assistant Deputy Minister of Labour.

N.S. Labour, Management Agree to Solve Own Problems

An agreement on a program for developing a new framework for labour-management relations in the province was reached in late November at a conference of Nova Scotia labour and management representatives called by the Institute of Public Affairs, Dalhousie University.

Both parties agreed on the basic need for labour and management to solve their problems without government intervention.

The union delegates represented the Nova Scotia Federation of Labour (CLC) and the United Mine Workers of America (ind.). Management delegates represented 10 companies employing some 25,000 workers in key Nova Scotia industries.

As guideposts for future relationships, the two parties agreed on these points:

- A moratorium on further appeals to the Legislature for amendments to the Nova Scotia Trade Union Act, during which the parties themselves will explore all other avenues to improve mutual relations.

- Organizing for collective bargaining is recognized as the workers' right, and the contribution that organized labour can make to the economy is recognized.

- Unfair labour practices where employees seek to organize under existing labour legislation are condemned by management.

- Management's right to a fair return on its investment is recognized by the unions.

- Expansion of a joint labour-management study committee, set up last May.

- A basic agreement establishing future relationships between the two parties is to be sought in further efforts.

Income Tax Cut Recommended By Chamber of Commerce

The Executive Council of The Canadian Chamber of Commerce last month urged the federal Government to present a budget for the next fiscal year that will provide for "a substantial reduction" in the tax on corporate and personal incomes. This action, it was stated, would act as a stimulus to initiative and expansion of production and employment.

In its annual pre-budget brief to the Ministers of Finance and National Revenue, the Council said the tax reduction should be regarded as an urgent interim measure pending a review of the whole tax system by the Royal Commission on Taxation.

In addition to calling for tax cuts, the brief, while fully recognizing the limitations imposed by balance of payments and exchange positions, supported a budget deficit in the next fiscal year as appropriate for the current economic situation.

"The Executive Council is of the opinion," it was stated, "that a controlled budget deficit lower than this (fiscal) year with revenues cut by reduced taxes partially offset by curtailed current expenditures would enhance rather than impair confidence."

With respect to government expenditures, the Chamber believes that costs of social welfare have reached the fiscally feasible limits and that "no extension of benefits can be considered in the present situation."

There was a place, however, in the field of social capital for consideration of increased expenditures by all governments, as Canada has not yet caught up with the backlog of educational facilities and other urban community services required for the growing population.

Among other things, the brief said:

—Government economic policies which served in the postwar reconstruction period would have to be revamped to meet changing circumstances in the light of Britain's proposed entry into the European Economic Community, President Kennedy's Trade Expansion Program, and growing industrialization in the underdeveloped countries;

—The Canadian government must continue to defend the exchange rate if it is to retain foreign confidence in the integrity of the country;

—There was need for an economic climate conducive to industrial expansion through appropriate commercial, fiscal and monetary policies which will make it profitable for employers to hire more people and thus reduce unemployment.

NUPE and NUPSE Agree on Terms Of Merger, Will Unite in Sept.

The National Union of Public Employees and the National Union of Public Service Employees have agreed on terms of merger, it was announced last month by the Presidents of the two unions, William Buss of NUPE and Stanley Little of NUPSE. The merged union will be called the Canadian Union of Public Employees.

The agreement was reached at meetings of a merger committee and a joint meeting of the two unions' Executive Boards. The terms will be submitted for approval at a founding convention in Winnipeg on September 24 to 26. Each union will hold its final convention on the preceding day.

Both unions are CLC affiliates. When they merge, the resulting union will be Canada's largest. NUPE, a former TLC affiliate, has 52,000 members; NUPSE, a former CCL affiliate, has 30,000. Predictions are that joint membership will reach 90,000 by the time of the merger convention.

The new union, CUPE, will have about 500 locals across Canada.

In Parliament Last Month

(page numbers refer to Hansard)

Parliament resumed on January 21, after recessing December 20 for Christmas.

On January 21, the Prime Minister, in a statement on the business of the House during the coming session, stated that one of the items would be "a resolution to permit the introduction of an extensive bill to amend the provisions of the Railway Act, based on recommendations made by the MacPherson Royal Commission." He also said that "in due course" there would be a measure to amend the Unemployment Insurance Act, "following the report of the Gill committee" (p. 2897).

On January 22, Bill C-87, to provide for the establishment of a national economic development board, passed second reading, and the House went into committee upon it (p. 3020). The Minister of Labour tabled the bilingual texts of the instruments adopted at the 46th session of the International Labour Conference held in Geneva in June 1962 (p. 2979).

On January 24, the Prime Minister announced the appointment of the chairman and members of the Atlantic Development Board. He gave the name of the chairman as Brigadier J. Michael S. Wardell, newspaper publisher of Fredericton (p. 3080).

Transition from School to Work

New bulletin in Training of Skilled Manpower Series is report of a research study of how a group of young people made the transition from school to work

The Department of Labour has just issued a new bulletin, *Transition from School to Work*, which is a report of a research study of how a group of young people fared during the period of transition from school to work. The bulletin is No. 10 under the Research Program on the Training of Skilled Manpower.

In the subject matter, in the method of research employed, and in the relationship of the authors to the sponsoring agency, the report marks a new departure in this series.

Previous research under this program has been limited mainly to vocational education and specialized training of various kinds that takes place after young people leave secondary school. In this report the scope is extended to include the exploration of "the wide range of relationships between the formal educational system and the world of occupational experience."

In the past, research has been undertaken either by the Department's research staff or by persons working under its direction. In this case, however, although the Department took part in planning the study and read the draft of the report, the actual execution of the work and the deductions drawn from it were left entirely to the independent research workers employed for the project: Prof. Oswald Hall, Professor of Sociology, Department of Political Economy, University of Toronto; and Prof. Bruce McFarlane, Assistant Professor, Department of Sociology, Carleton University.

The research project was a study of a community, fictitiously called "Paulend," and its purpose was twofold: "to report how Ontario educational institutions, at all levels, sort and sift the young people who are fed into them; and to inquire how these youngsters fare subsequently in finding places in the work world."

The study was undertaken in 1961, the authors say in the introduction to the report, "as an attempt to trace the experiences of young Canadians in Paulend—a typical Ontario community—as they pass through the high school and enter the work world." The introduction continued:

The initial plan was simple. We selected a community within which we tried to contact the people born in 1940. We studied the school records of these 21-year-olds, to find out when they left school and what level they achieved in school. We related these facts to whatever else we could discover about the backgrounds of the students, such as sex, father's occupation, religion, experience with guidance, etc.

Wherever possible we traced these students into the work world to discover their sequences of jobs and periods of unemployment. We interviewed everyone who could be contacted, and secured supplementary information about them from employers and the National Employment Service.

Wherever students had left the community subsequent to their high school careers, we traced them, when it was possible, hoping to compare the work careers of the foot-loose types with those who remained at home. Similarly, we contacted, wherever possible, the 21-year-olds who had migrated into Paulend after terminating school careers elsewhere.

The purpose of these inquiries was to find the answers to several questions: "Who gets where in the school system, and how? How are jobs found by newcomers to the work world? How is school achievement linked to job opportunities and to income? Who faces unemployment? How effective is guidance in the school system? Who proceeds from high school to further education? Do boys and girls fare similarly in these matters?"

Some of the authors' findings simply confirm the existence of problems articulated in previous research, the foreword says, but some of them "will come as somewhat of a surprise to many readers." The main findings follow.

Progress in School

In the Ontario high school system students drop out during all five years of the course, but the largest number drop out in Grade X, and another large group leaves in Grade XII. About one in five gets as far as senior matriculation (Grade XIII). About three quarters of the bright students (the top quarter of the school population) reach matriculation level, but only about a quarter of the dull ones (the bottom quarter) succeed in doing so. In the middle half of the student body, an almost equal proportion drops out in each of the five years.

Children from "white collar" homes stay at school longer than those from working class homes. The proportions that carry on to senior matriculation are 35 per cent for the former and 15 per cent for the latter.

Generally speaking, boys and girls drop out in about the same proportions in each grade, but girls pass these grades at an earlier age than boys do. More boys than girls fall out of school, and more fail and repeat their grades.

"Girls are more successful at passing than are boys," and even "in a strictly vocational

school . . . the greater achievement of the girls stands out clearly."

One of the conclusions reached by the authors of the study is that "the school system seems geared to the requirements of girls; boys fare badly in it—in all years and in both the academic and vocational courses."

The authors say that at first they had looked on the work world "as one organized by men for men, with women invading it at various points," and on the school world "as fundamentally a co-educational world, offering roughly identical services to boys and girls." But during the research study they changed their views.

The school world of Paulend, they reported, "turns out to be fundamentally a feminine world."

It provides an academic atmosphere in which girls thrive and boys fail. The girls manage it with marked success at a relatively early age. The boys linger in it, showing conspicuously higher failure rates. It is a world to which girls adapt with relative ease. Boys appear to reject it, and eventually it rejects them.

Moreover the school is a feminine world in the vocational sense. It prepares them admirably for their careers in the work world. The skills they learn are immediately transferable to the job world. Especially is this true for those who continue to university, those who prepare for school teaching and nursing, and those who enter clerical occupations. The skills learned in school seem ideally adapted for transfer to the job with little time delay.

For the boys, it is otherwise. Those who drag along to senior matriculation are in many ways unfitted for university work. If they choose school teaching, they find themselves in a girls' world. If they head for a strictly masculine type of work, the skilled trades in industry, they find that their jobs have little connection with their prior schooling. There seem to be few places where skills learned by boys in school, even in vocational school, can be applied to a specific job.

The contrast between boys and girls is indeed startling; the graduate of a stenography course can start work immediately as a full-fledged stenographer; the graduate of a four-year course in mechanics starts as an apprentice.

Moreover, the girl who fails to adapt to the requirements of a commercial course can drop out and register for a brief period in a business school from which she can step into a real job. The business school cushions her fall from the academic world. There are no comparable institutions which can help the boy step from his half-completed schooling into the enjoyment of a well-established job.

Too, "our society provides much more in the way of specialized training facilities for girls than for boys," the authors state. "The two outstanding examples are our nursing schools and our teacher training colleges."

Earlier the report had said "there appears to be a much closer correspondence between what the girls learn in the commercial

courses and what they do at work than there is between what the boys learn in a technical or industrial course and what they do later."

After Leaving School

Beyond matriculation three main channels open up for the student—nursing, elementary school teaching, and university, the report says. Approximately 10 per cent, 10 per cent and 15 per cent respectively of those reaching Grades XII and XIII continue along these lines.

"Nursing is almost entirely a girls' field, teaching is preponderantly so; boys outnumber girls in the university group. Nursing attracts a higher quality of high school graduate than does teaching. The boys going into teaching have notably poorer high school records than the girls have. The same holds true of the university contingent; a much larger proportion of the girls have completed high school work without failing a year in high school."

Nursing is a highly favoured occupation for girls from both "non-manual" and "manual" families. "Nursing is not an easy course to take, but the profession is generally considered to be an ideal one for girls," the report says.

"Girls go into nursing because they want to be nurses . . . Nursing appears to be an end in itself, for it does not appeal through great financial rewards, nor as far as this sample was concerned, through high mobility, either social or geographical."

Finding Employment

Regarding the ways in which young people find work on leaving school, the authors found that the most important, in the order given, were: personal contacts (including family and friends); finding one's own job; and passing from part-time work after school hours to full-time work after leaving school.

They remark, however, that the extensive use of personal contacts for finding a job may be more prevalent in a community of the size of Paulend than in a large metropolitan area.

The part played by schools and teachers in helping graduates to find jobs was found to be more important in the case of boys and girls who had completed a technical or commercial course than in the case of other students leaving school. They are able to place with relative ease those boys who have the qualifications necessary to embark on apprenticeship and other further training programs, and those girls with typing and other clerical skills.

Referring to the part played by the National Employment Service, the report says that it provided 8 per cent of those who went to work with their first full-time jobs. "Among the boys it was most useful for those with poorer educational qualifications who entered the work world at the semi-skilled and unskilled occupational levels. In the case of the girls, however, it appears to have been useful to both those seeking white collar jobs and those who entered at the unskilled manual worker's level.

"The National Employment Service, or 'The Unemployment' as it is known among the youngsters interviewed, seems to be the place that the sample members went to *after* they had been working for some time, and were desirous of changing their jobs, or were laid off and seeking work."

The authors found that on leaving school most young people found their first full-time jobs with little trouble, but many of these jobs did not last. A number suffered varying periods of unemployment. Sometimes the out-of-work period was simply time spent looking for "a better job."

The boys experienced unemployment more than the girls, the report says, one half of them having been unemployed for some period during their relatively short working career, and one quarter having been unemployed for periods totalling more than three months.

"It must be borne in mind, however, that 20 per cent of the girls married and left the work world of business and industry . . . thus reducing a certain amount of the competition for jobs among the younger members of the female labour force."

The report says that although lack of education did not have much effect in pre-

venting young people from finding jobs when they left school, educational background and the type of work which they found had a marked effect upon their pattern of subsequent employment.

"In terms of continuous employment (that is, little or no unemployment), the girls of the sample had a decided advantage over the boys, and one of the most striking features of the material gathered in the interviews is the obvious ability of the girls to enter and leave the work world at will . . ."

Vocational Guidance

In a chapter on "Guidance," the authors concluded that "educational and vocational guidance" in the schools was ineffective.

A common opinion among those interviewed was that guidance officers at schools had an unconscious bias in favour of their own occupation, teaching, apparently because it was the only one they knew much about.

A number of the respondents commented on the teachers' constant preoccupation with the qualifications required for the various occupations being discussed, rather than with the actual nature of the work carried out in the occupations.

"The specific guidance services of the schools have left only a vague imprint on the vast majority of students passing through the high schools. Very few of the students had any awareness of the facilities of the National Employment Service in guiding the student into an appropriate niche in the work world. By and large the formal facilities for bridging the transition from school to work are ignored; students use their own initiative and/or flounder in moving from school to work."

Labour Developments in Canada in 1962

Production, employment and incomes rose substantially, and unemployment showed a further substantial decline in past year. Working conditions were improved

During the past year, production, employment and incomes in Canada have risen substantially. The main expansionary influences came from personal expenditures on goods and services, and from exports. Of some importance, too, was the increase in capital outlays being devoted to the expansion, modernization and renewal of the nation's productive facilities. At 7 per cent above those of 1961, the annual outlays for non-residential construction are

expected to be among the highest ever recorded.

The level of housebuilding increased moderately over the year, partly because of a larger carry-over of uncompleted houses into 1962. Housing starts have been running somewhat ahead of the rate that was anticipated earlier in the year. This unexpected strength will probably boost the total for the year somewhat above that of 1961. During 1961, there was a substantial

increase in the number of housing starts, but completions did not keep pace with those of the year before.

Gross National Product in constant prices increased by 3 per cent from the fourth quarter of 1961 to the second quarter of 1962 after rising 6 per cent between the first and fourth quarters of 1961. Among monthly measures of business activity, the industrial production index has followed an uninterrupted upward trend since the beginning of 1961—the seasonally adjusted index in August was 5 per cent above its January level and 14 per cent above the cyclical low point in January 1961.

Employment in the third quarter was 2.8 per cent higher than a year earlier; it was 4 per cent higher in non-agricultural industries. In addition, short work weeks have been eliminated in many plants during the past year and substantial overtime has been worked in others. As a result, the average work week in manufacturing in the first seven months of the year was almost half an hour longer than for the comparable period of 1961, a clear indication of the rise in industrial activity.

Incomes of Canadians have kept pace with the higher levels of average hours and employment. Personal income in the first half of 1962 was 7 per cent higher than in the first half of 1961. The steady rise in income has given rise to a strong upward trend in sales. In the first eight months of the year retail sales were 5 per cent higher, in value terms, than in the corresponding period in 1961.

Unemployment showed a further substantial decline during the past year, and by October was estimated at 283,000, which was 35,000 lower than a year earlier and 85,000 lower than in October 1960. Virtually all of the drop was in male unemployment. But winter, as usual, brings seasonal unemployment in industries such as farming, construction and water transportation, and by December the unemployment estimate was 414,000, about the same as in December 1961, although 114,000 lower than in December 1960.

Total unemployment, however, is expected to continue lower this winter than a year ago, and indications are that municipal winter works projects will play an increasingly important role in stimulating employment in local areas. Since the Municipal Winter Works Incentive Program was instituted by the Government in the fall of 1958, it has grown rapidly each year. The estimated number employed under it numbered only 42,000 in the first winter, but reached 147,000 in the winter of 1961-62. The estimated number of men to be

employed on projects approved up to mid-January this year was 104,000.

The combination of increasing job opportunities and declining unemployment resulted in scarcities of workers last summer in specific occupations and areas, despite the fact that the over-all supply of labour was still plentiful. National Employment Service offices across the country have reported substantial increases in job opportunities, but for many jobs qualified applicants were not available. This is particularly true of industrial centres, where there were marked shortages of qualified workers in a number of metal trades, and in several professional and technical occupations.

This situation serves to point out the continued need of education and training, and the need for a highly skilled labour force. Provincial governments, with the help of substantial federal grants, are making swift strides in expanding their technical and vocational training facilities to meet this need. And young Canadians are staying in school longer to take advantage of the educational opportunities available.

The shortage of training facilities has eased considerably since the new Training and Vocational Assistance Act was enacted in December 1960. Under this Act, the federal Government will contribute 75 per cent of provincial government capital expenditures for technical and vocational training facilities until March 31, 1963, and 50 per cent thereafter. Another feature of the Act provides for a federal contribution of 50 per cent of the cost of training persons who have left the secondary schools and for the training of teachers and administrators. There is also a provision whereby the federal Government bears 75 per cent of the cost of training the unemployed.

By early November 1962, the number of capital projects approved under this Act totalled 474, which will provide places for 127,000 students. The total cost amounted to \$442 million, of which the federal Government's share was \$285 million.

Employment

Total employment in 1962 averaged 168,000 higher than in 1961. The increase was about equally distributed between men and women and was shared by all age groups.

Manufacturing employment in the third quarter averaged 47,000 higher than in the same period in 1961; virtually all parts of the industry shared in the improvement. The most noticeable strengthening was in durable goods. The shipbuilding industry showed a marked improvement over the year. Also showing large gains over the year were the iron and steel, electrical apparatus, motor

vehicle and aircraft industries. Employment increases in non-durable goods industries were fairly general though less pronounced. The most marked improvement in this sector was in the apparel and rubber industries.

The employment recovery in construction played an important role in the year-to-year rise in job opportunities for men. Forestry employment was a little lower than the year before, but mining showed little or no change. Employment in agriculture continued its secular decline, falling 13,000 over the year in spite of a substantially higher level in the Prairie region.

From January to October, employment in the service industry rose by 6 per cent. The largest gains were in community and personal service. Trade was the only service-producing industry which failed to show a year-to-year increase in employment.

The improvement in transportation was of some significance. Under the stimulus of increased trading with foreign countries and a sharp upward trend in the volume of shipments of raw materials and manufactured goods to Canadian producers, employment in the industry in the third quarter advanced by 23,000, or 4.3 per cent over the third quarter of 1961. At no time during the past decade had the industry shown any noticeable signs of growth. The conversion of diesel locomotives had a dampening effect on railway employment during much of the period, and this development offset employment gains in other parts of the transportation industry.

Unemployment

At 283,000, unemployment in October was 4.3 per cent of the labour force. A year earlier the rate was 4.9 per cent and in October 1960 it was 5.7 per cent. By December, however, unemployment was virtually the same as in December 1961, and the rate was 6.3 per cent of the labour force compared with 6.4 per cent the year before; in December 1960 it was 8.2 per cent.

Unemployment rates in December were significantly lower than the year before in Ontario and the Prairie region, and somewhat higher in the Atlantic region and Quebec. In British Columbia the rate was virtually the same as a year earlier.

The stronger demand for labour benefited workers of all age groups, but particularly the 25-44 year age groups. As usual, the incidence of unemployment was greater among young people than it was among the experienced members of the labour force. In December the number of unemployed in each age group, as a percentage of the labour force, varied from just over 12 per

cent in the 14-19 year age group to 5 per cent for those over 25.

Some 358,000 of the 414,000 unemployed in December were men and 56,000 were women; 72,000 were teen-agers.

The decline in the number of unemployed men during the past year can be attributed largely to increased employment in durable goods manufacturing and construction. The number of unemployed women showed little change over the year despite a substantial increase in women's employment. As in earlier years, women, particularly married women, entered the labour force in large numbers in response to strong demands for female workers in the service industry.

Wages and Working Conditions

The average of weekly wages and salaries of non-farm workers in Canada was \$80.88 in July 1962, an increase of \$2.64, or 3.4 per cent, from July 1961. This was a greater rate of increase than in the previous year and represents a gain in real average earnings of nearly 2 per cent.

All major industrial groups in the economy shared in the increase of weekly wages and salaries achieved between July 1961 and July 1962. Earnings in manufacturing, construction, public utilities and trade increased at approximately the same rate as the industrial average. In mining, forestry, and finance, insurance and real estate, the increase in wages and salaries was above the average rise for all industries; it was slightly less than average in the transportation, storage and communication industry, where weekly earnings rose by somewhat more than 2 per cent, and in the service industry, where the rise was 3 per cent. The largest increase was recorded in British Columbia, where employees improved their earnings by more than 4 per cent.

Over the past decade or so, improved working conditions in Canadian industry have provided workers with an over-all reduction in the work-year as a result of reductions in the standard work-week and extensions of annual paid statutory holidays and vacations.

A survey of working conditions in Canadian manufacturing industries shows that in 1962 more than 70 per cent of plant workers were employed in establishments with a standard work-week of 40 hours or less, compared with 25 per cent in 1949.

Over the same period, at least two weeks vacation has become practically universal. In addition, the proportion of plant workers entitled to three weeks annual paid vacation, after varying years of service, has

been increased to seven out of ten plant workers from three out of ten in 1949. There has also been a steady increase in the number of long-service employees who are entitled to a fourth week after 25 or more years of service—27 per cent in 1962 contrasted with only 2 per cent a decade ago.

In the past decade, the proportion of plant workers entitled to eight or more statutory holidays annually has increased from 35 per cent to nearly 75 per cent.

Trade union membership in Canada dropped slightly during 1961, and at the beginning of 1962 there were 1,423,000 union members in Canada, of whom 1,049,000 were members of the Canadian Labour Congress. About 30 per cent of the non-agricultural paid workers belong to labour organizations.

During the first half of 1962, more than 120 major collective agreements—those covering bargaining units of 500 or more employees—were negotiated in all industrial sectors except construction. These agreements covered approximately 202,600 workers across Canada.

Slightly more than 30 per cent of the settlements were for one year's duration,

another 40 per cent were two-year contracts and approximately one-quarter were for a three-year period.

More than half of the one-year settlements provided for base rate increases of 4 or 5 cents an hour, the latter being the more common. Of the major two-year settlements, close to one-half increased base rates by 10 to 13 cents an hour and the majority of the three-year agreement provided for wage increases ranging from 10 to 20 cents an hour over the life of the contract.

Nearly all of the collective agreements were concluded without recourse to strike action, and the proportion of working time lost due to work stoppages was estimated at one tenth of 1 per cent in the first ten months of the year. The most extensive strikes during 1962 were in the automobile manufacturing industry in Ontario and the trucking industry in both Ontario and Quebec.

—Prepared jointly by Employment and Labour Market Division, and Labour Management Division, of the Economics and Research Branch, Department of Labour.

World Labour Situation in 1962

ILO survey finds that workers in the industrialized countries had a relatively good year. But in the less-developed countries there was little improvement

Workers in the industrialized countries had a relatively good year in 1962, data assembled by the International Labour Office shows.

Employment was at record levels, unemployment declined almost to the vanishing point in some European countries that were facing growing labour shortages, and money wages generally increased faster than consumer prices.

In the less developed countries, however, the available information suggests that there has been little improvement in the welfare of workers, as employment has not kept pace with the growing labour force and price increases have outstripped gains in wage rates.

The number of persons employed reached record levels in 1962 in practically all industrialized countries. Employment in manufacturing, which had decreased in a few countries in 1961, was again on the increase everywhere, except in Sweden, in Argentina, where it has been decreasing since 1955, and in the United Kingdom,

where manufacturing employment decreased by 1 per cent, although the general level of employment remained at about the same level as in 1961. Employment in agriculture and in mining continued its long-term decline.

Except for the United Kingdom, unemployment decreased in all industrialized countries, in some cases to the lowest figures on record. Unemployment in Canada and in the United States, which had reached a postwar peak in 1961, has been decreasing steadily, although slowly, since late 1961. Several European countries were suffering from labour shortages.

But the employment situation in the economically less well developed countries was not encouraging. In most of these countries a serious problem of unemployment and underdevelopment still exists, and in many instances is becoming more acute.

Consumer prices increased slightly more in 1962 than in each of the last four years, although the rate of increase remained modest in most cases. Marked inflationary

trends were evident, however, in several of the economically less well developed countries.

The most recent data from 24 reporting countries, most of which are industrialized, indicate that average hourly earnings in manufacturing generally increased, the increase exceeding 10 per cent in nine countries. In most cases, gains in nominal wages more than offset price increases. Owing to slight reductions in hours worked, weekly earnings sometimes progressed less than hourly wages.

The number of working days lost through industrial disputes in 1962 was somewhat higher than in 1961, but remained at an average level compared with other postwar years. Days lost through disputes in Canada, Italy and the United Kingdom were much more numerous than in 1961. Some countries, notably Japan, reported sizable declines in the impact of work stoppages.

Employment

In Australia, Canada, the Republic of South Africa and the United States, the increases in manufacturing employment in 1962 contrasted with the decreases observed from 1960 to 1961. In Canada and the United States, the number of employees in manufacturing had by late 1962 recovered to the high levels of 1956-57.

Employment in agriculture generally decreased; the downward trend was particularly notable in the Federal Republic of Germany, France, Italy, Norway and Sweden.

Unemployment

In the Federal Republic of Germany, the number of registered unemployed continued to decline in 1962. In Italy, the number of unemployed was down to 483,000 or 2.3 per cent of the labour force. In Belgium, the November 1962 figure of 65,650 unemployed was the lowest November figure reported since 1947. In Ireland, the number of applicants for work fell in 1962 to the lowest level ever observed. The number of unemployed on relief in France was down to 19,000 in late 1962.

Unemployment practically disappeared in Switzerland and in Luxembourg.

Most of the industrialized countries of Europe suffer from labour shortages.

Unemployment in the United Kingdom decreased from 1959 to 1961 but, in contrast to the pattern of the other industrialized countries, began to increase in September 1961 and has continued its upward movement. In November 1962, the number of persons wholly unemployed or temporarily laid off was 37 per cent above the figure for

November 1961. With 579,000 unemployed, the United Kingdom was witnessing its highest unemployment in November since 1940.

Unemployment in Canada and in the United States increased from 1959 till February 1961, when it reached a peak of 719,000 (or 11.3 per cent of the labour force) in Canada and 5,705,000 (or 8.1 per cent of the labour force) in the United States. After the seasonal decline from February to mid-year, which still left unemployment at higher levels than 12 months earlier, the trend was reversed, and, from September 1961 in Canada and November 1961 in the United States, the monthly number of persons unemployed started to drop below the number reported for the same month in the previous year. Since then, for each month the number of unemployed has been lower than that of the corresponding month a year earlier. Despite this regular decline, however, unemployment in both countries in November 1962 was still higher than in November 1959.

Consumer Prices

The increases in consumer prices exceeded 10 per cent in 10 of the 95 countries surveyed: Argentina, Bolivia, Brazil, Chile, Dominican Republic, Ghana, Greenland, Indonesia, Israel and Uruguay. Increases were between 5 and 10 per cent in 15 others: Algeria, Angola, Colombia, Denmark, Finland, Grenada, Iceland, Italy, Laos, Morocco, Poland, South Korea, Spain, Sudan and Yugoslavia.

Retail price levels went up by only 2 to 5 per cent in 30 countries and remained practically unchanged in 40 countries.

Wages and Real Earnings

Increases in nominal wages in manufacturing varied greatly from one country to another, e.g., from 0.3 per cent in Australia to 26.2 per cent in Argentina. Gains in real wages were reduced as a result of the continued upward movement of consumer prices. Nevertheless, real wages increased by more than 5 per cent in nine of the countries for which data are available, by less than 2 per cent in six countries. In Argentina, New Zealand and Poland, the purchasing power of the workers' incomes decreased during the year.

Industrial Disputes

In Italy, the number of days lost in industrial disputes in the first eight months of 1962 was about double that in the corresponding period of 1961. In the United Kingdom also, the loss of 5.6 million working days in the first ten months of

1962 represented about twice the number of days lost in the corresponding period of 1961.

The 19 million days lost through disputes in the United States in 1962 represented an increase of 17 per cent over 1961. In Canada, half a million more man-days were lost from January to September 1962 than from January to September 1961, an increase of 70 per cent.

Belgium, the Federal Republic of Germany, New Zealand and Pakistan all re-

ported substantial increases in the number of days lost through disputes but the impact was relatively slight, as the total number of days lost in 1962 in the four countries combined was well below one million.

The number of days lost decreased in several countries, including Australia, France, Japan and The Netherlands. Japan reported a decline of more than a million, or 25 per cent, in the number of days lost in the first six months of 1962 as compared with the first half of 1961.

Report of Committee of Inquiry into Unemployment Insurance Act

Gill Committee recommends three-part plan of support for unemployed: a plan based on insurance principles, one for extended benefits when regular benefit exhausted and when worker normally seasonally unemployed, and assistance plan

A scheme of support for the unemployed consisting of three parts was recommended by the committee of inquiry into the Unemployment Insurance Act, under the chairmanship of Ernest C. Gill. The committee's report was released late in December.

The three parts are:

1. An insurance plan, supported by contributions from employees and employers, that would provide benefit for a limited period of unemployment.

2. A plan, supported from general taxation revenues, that would pay extended benefits to persons who had exhausted their regular benefits and, subject to certain conditions, to persons for whom unemployment ordinarily follows a seasonal course.

3. A plan of assistance to provide for the residue of unemployed persons not covered by the first two plans, to be administered on a needs-test basis by local authorities in a manner suitable to local circumstances.

Among the important innovations recommended by the committee were:

—Coverage under the unemployment insurance plan should apply to all persons over the age of 18 years "occupying the employee side of an employee-employer relationship," without regard to the amount of income being earned or to the risk of unemployment.

—The maximum benefit period under the regular unemployment insurance plan (the first of the three mentioned above) would be 26 weeks, instead of the present 52 weeks.

—The rate of benefit should be 60 per cent of the insured wage for claimants with a dependant, instead of the present 50 per cent. For claimants without a dependant, the benefit would be about 45 per cent of earnings.

—The "allowable earnings" that a claimant drawing benefit may earn without being subject to a reduction in his benefit would be reduced to about a quarter of the maximum benefit, instead of half, as at present.

—Seasonally unemployed workers whose record shows that such unemployment is a recurring feature of their work would not be covered under the regular unemployment insurance plan. With certain limitations, however, they would be eligible for extended benefits under the second plan.

—Fishermen would come under a special plan for payment of off-season benefit. This plan would be administered by the Department of Fisheries.

In introducing its recommendations, the committee said: "First and foremost, we place great emphasis on the positive solutions to the problem of unemployment. There is no system of unemployment insurance that can cope with heavy and prolonged unemployment in a manner that is at the same time financially practicable and socially defensible."

Proposed Insurance Plan

The regular unemployment insurance plan proposed by the committee would be "based on insurance principles appropriate to such a social insurance plan." Applying to all

persons over the age of 18 years, coverage would be extended to include employees of federal, provincial and municipal governments, employees earning more than the present limit of \$5,460 a year, employees of hospitals and charitable institutions, and teachers.

Coverage would be withdrawn from self-employed fishermen, and persons under 18 years old. Employees in agriculture and domestic service, because of administrative problems, would continue to be excluded, but efforts should be made to overcome these difficulties and devise means of bringing these employees under the plan.

Existing exceptions founded on the dangers of abuse should be continued and extended to include: all family employment, paid or unpaid; employees using important equipment of their own; persons in casual employment; and officers and directors of corporations, where the Unemployment Insurance Commission is satisfied that their position practically amounts to self-employment. Members of the armed forces and of the Royal Canadian Mounted Police would continue to be excluded.

The unemployment insurance plan would be financed by equal contributions from employees and employers. The Government would not contribute, but would bear the cost of administration.

Contributions

Contributions would be revised to provide that when an employee works for a particular employer for less than a full work week, the earnings class would be determined in conformity with the employee's rate of earnings for a full week, and the contribution required would be a fifth of a full week's contribution or each day worked.

Existing contribution rates would be continued until a suitable reserve fund had been established, and until experience had shown that a reduction in rates could be made without endangering the financial solvency of the plan.

Present methods of collecting and recording contributions would be retained, but efforts should be continued to extend the bulk-pay system as far as possible.

Qualification for Benefit

The record of attachment to insured employment required to enable an insured person to qualify for benefit would be expressed in full weeks of employment or contribution, with partial weeks being converted to full weeks at the rate of five days to a week.

Attachment to insured employment required to establish a benefit period should be at least 30 full weeks in insured employment in the two years preceding the claim. At least 20 of these weeks should have occurred in the year preceding the claim, and since the beginning of the last preceding benefit period, if any.

Benefits

The maximum benefit in any one benefit period would be one full week of benefit for each two weeks of contribution in the year preceding the claim and since the beginning of the last preceding benefit period. The maximum benefit period would be 26 weeks.

A program should be adopted of stricter examination of claims and of cases in which the claimant has been referred to job openings without result, in order to reduce abuses of the plan by persons who are not genuinely seeking employment.

A woman whose employment terminates by reason of pregnancy would be considered to be not available for employment until eight weeks after confinement; if her employment terminates for any other reason, a pregnant woman would be considered unavailable for employment for eight weeks before, and eight weeks after confinement.

A woman who has children below school age under her care would be considered unavailable for employment unless she can prove that she has made satisfactory arrangements for the care of the children should she receive an offer of employment.

A pension received on retirement under an employer-employee pension plan, and income payments given as indemnity for a temporary period for lost wages under workmen's compensation plans or a sickness or disability plan, would be treated as earnings for purposes of determining benefit payments.

Payments made to employees on termination of employment, such as bonuses, gratuities, severance pay, holiday pay, or other credits, would be treated as earnings in determining benefit payments.

Supplementary unemployment benefits paid by an employer would be treated as earnings for the purpose of computing benefit under the unemployment insurance plan.

Greater efforts should be made to find out whether earnings are being concealed and whether a claimant is really available for employment.

If a claimant is disqualified because he has voluntarily terminated his employment or because he has refused a suitable offer of employment, the benefit entitlement

period should be reduced by the length of the period of disqualification. It should not be merely delayed, as at present.

The Unemployment Insurance Commission should undertake a vigorous campaign to impress on employers the importance of accurately reporting reasons for termination of employment. It should also use the power it now has to prosecute employers who can be proved to have given false information.

When a claimant has been directed to a training course, the unemployment insurance benefit should be stopped, and a training allowance should be granted instead under the general vocational training program.

Refusal to cross picket lines in connection with a labour dispute would be taken as evidence of taking part in the dispute, regardless of the reason given for such refusal. When workers of a given grade or class participate in a labour dispute at a particular premises by refusing to cross picket lines, such refusal would be considered as participation in that dispute by all workers of that grade or class throughout the territory covered by the agreements to which the original dispute relates.

The balance in the Unemployment Insurance Fund not needed to meet current benefit payments should be invested from time to time in securities especially issued for the purpose by the Government of Canada, such securities to be redeemable at par on 30 days' notice, and carrying a rate of interest about equal to the market rate at date of issue on a three-year government security.

In setting forth its views regarding an unemployment insurance scheme, the committee said:

So far as unemployment insurance is concerned, it appears possible to predetermine an appropriate premium to cover losses arising from more or less normal short-term unemployment. However, losses arising by reason of general unemployment in times of economic depression cannot be predicted in any reliable fashion, or in any such fashion as would make it feasible to prescribe and collect premiums in advance designed to meet the entire wage loss, or even any reasonable proportion of it. Similar comments apply with respect to long-term unemployment arising in any individual case . . . Thus it appears that the application of insurance principles to unemployment insurance requires that the plan undertake to indemnify only in respect of reasonably short-term unemployment within some more or less predictable range.

For this reason, the committee said, its recommendations "would result in the insurance plan bearing the first impact of unemployment, but the first impact only. The insurance plan would not be concerned with unemployment that has extended beyond

a reasonably short period, or unemployment that occurs in a repetitive seasonal pattern."

Proposed Extended Benefits Plan

Eligibility for extended benefits under the second of the plans proposed by the committee would be limited to persons who have recently established a benefit period under the first plan, and have either exhausted their insurance benefit or have been disqualified by reason of the seasonal regulations.

No benefits would be paid under the second plan to persons 70 years of age or over who are getting a pension under the Old Age Security Act, to persons under 18 years of age, or to married women who are not the sole support of their households.

The maximum period of extended benefits would be one and a half times the period of insurance benefit to which the claimant was entitled in his preceding benefit period, and eligibility for such benefits would begin as soon as the benefit period under the first plan ended.

The rate of benefit under the extended benefit plan would be same as the rate the claimant was entitled to under the first plan during his last preceding benefit period.

Claimants who are now entitled to seasonal benefit, and who would not be so under the first of the proposed new plans, would be able to draw extended benefits under the second plan during the off-season, subject to all the other rules applying to extended benefits.

No extended benefits, however, would be paid to persons who had a record of 40 or more full weeks of insured employment during the 52 weeks preceding the claim, because "any person who has a seasonal pattern of 40 complete weeks of employment, or more, can reasonably be expected to carry through the remainder of the year on his own resources." Those with fewer than 40 weeks of insured employment would be able to draw benefit only for the number of weeks represented by the difference between 40 and the number of weeks they had worked in insured employment during the 52 weeks preceding the claim. A person who had worked 39 weeks would, for example, be entitled to only one week's benefit.

The report recommended that "the operation of the plan of extended benefits be accompanied by increased emphasis on the vigorous development of the National Employment Service, on the problem of adjustment to technological changes, on retraining programs, and on problems of occupational and industrial shifts, and on all other matters falling within a comprehensive national employment program."

A claimant under the extended benefits plan would be required to accept employment of which he was reasonably capable, whether it was his customary employment or not.

The second plan would begin where the first left off. "The main purpose of the plan of extended benefits would be to assume the burden of unemployment that has extended beyond the period that can properly be dealt with on an insurance basis." But, the report goes on to say, "the operation of such a plan would be accompanied by bringing to bear the full effort of a national employment program on the problems that are causing this extended unemployment."

The committee said it had given consideration to the possibility of a program of support for the unemployed consisting of only two parts: an insurance plan and a needs-test assistance plan. "But, in our view, an intermediate plan is necessary."

"In the absence of an intermediate plan, the inevitable results will be either pressure on the insurance plan to try to make it assume more and more of the load; or an additional burden on the assistance plan beyond the administrative capacity of existing organization, and beyond the financial ability of some of the provinces and municipalities that share in the cost.

"We believe that the present difficulties of the unemployment insurance plan are to a considerable extent the result of efforts to stretch the plan to cover cases and provide benefit that should not have been swept within an insurance plan, but were beyond the capacity of the existing assistance plans.

"We believe that by instituting a plan of extended benefits along the lines that we . . . outline, the insurance plan will be enabled to maintain its validity as an insurance undertaking, the assistance plans will not be swamped with additional claims, and attention can be focussed on unemployment that has reached a serious or chronic stage."

Third Proposed Plan

Efforts should continue to be made, the committee says, "to improve and develop

existing assistance plans operated on a needs-test basis to enable them to deal effectively with residual unemployment."

National Employment Service

The committee recommended that the National Employment Service be transferred to the Department of Labour. It regarded this as "a necessary move to co-ordinate efforts relating to manpower policy and employment programs." It also recommended that the NES, through its local offices, should act as an agency for the Unemployment Insurance Commission.

The Unemployment Insurance Commission would be responsible for administering the unemployment insurance plan and the extended benefits plan, subject only to an arrangement with the NES by which the latter would act as its agent in local offices of the NES. The Unemployment Insurance Commission also would appoint chairmen of boards of referees.

Power should be restored to the Unemployment Insurance Commission, the committee recommended, to prosecute employers for default in payment of contributions.

Steps should be taken to raise the standard of education and training of the staff of the UIC and the NES, and to increase the scale of salaries paid to them. The committee also recommended that the buildings and equipment of the local offices of the NES should be improved.

Advisory Committee

The Unemployment Insurance Advisory Committee should continue to be responsible for watching over the financial solvency of the Fund, and the committee should be made up of representatives of employers and employees appointed by the Government from panels nominated by interested organizations, possibly supplemented by members representing the public. Recommendations of the Advisory Committee, the Gill report said, should be either accepted by the Government, or formally rejected, with reasons for rejection given.

Unemployment in Britain rose to 814,632 in January, the Ministry of Labour announced last month. This was an increase of 248,474 over the figure in December.

It meant that 3.6 per cent of Britain's total labour force was unemployed in January, compared with 2.5 per cent in December.

It was estimated that 144,000 men were temporarily out of work because freezing weather halted construction projects.

The January figure was the highest since the fuel crisis and bitter cold of February 1947, when unemployment reached 1,874,000.

Of the January total, 628,486 were unemployed and 186,145 were listed as temporarily out of work.

Employment and Unemployment, January*

Employment declined by 204,000 to 5,956,000 between December and January. This was about the usual decrease for this time of year. Men accounted for 147,000 and women for 57,000 of the decrease.

Unemployment rose by 127,000 to 541,000 during the month, about a normal increase for this period. The January unemployment total was 8.3 per cent of the labour force. A month earlier the rate was 6.3 per cent. In January 1962 it was 8.5 per cent and in January 1961 it was 10.8 per cent.

The labour force declined by 77,000 between December and January, as many of those no longer working in seasonal industries left the labour market.

The estimated labour force in January was 88,000 higher than a year earlier. Employment was 92,000 higher than in January 1962.

Employment—As usual, employment fell sharply between December and January as a result of seasonal slackening in retail trade and outdoor activities. Non-farm employment dropped by 160,000, a smaller-than-average decrease for the month, but farm employment declined by 44,000, somewhat more than usual for this time of year.

Employment changes between December and January were in line with seasonal patterns in all regions except Quebec, where the decline was less than seasonal.

During the past few months, there has been a noticeable strengthening in employment for men, a reflection of an improved situation in the goods-producing industries. On the other hand, job opportunities for women have tended to decline owing to lack of growth in some of the service-producing industries.

Most non-farm industries continued to have higher employment than a year earlier.

The largest year-to-year gains were in service, manufacturing and construction. Employment was lower than a year earlier in agriculture and forestry.

Unemployment—Between December and January, unemployment rose by 127,000, about a normal change for the time of year. The increase was mainly among men.

Of the unemployed in January, 468,000 were men and 73,000 were women.

Some 416,000, or more than three quarters of the total, had been unemployed for three months or less. An estimated 71,000 had been seeking work from four to six months, and 54,000 for more than six months.

Unemployment in January was higher than a year earlier in Quebec and noticeably lower in Ontario. In other regions, unemployment was about the same as the year before.

The classification of labour market areas in January shows that two metropolitan areas, Edmonton and Montreal, moved from Group 2 (moderate labour surplus) to Group 1 (substantial labour surplus) during the month. Four major industrial areas—Brantford, Fort William-Port Arthur, Peterborough and Rouyn-Val D'Or—and one major agricultural area, Lethbridge, also moved from Group 2 to Group 1.

Eleven minor areas made the same move: Beauharnois, Drummondville, Kentville, Lachute-St. Therese, Lindsay, Medicine Hat, Owen Sound, Pembroke, Portage La Prairie, St. Jean, and Simcoe.

One major industrial area, Guelph, moved from Group 3 (approximate balance) to Group 2, as did three minor areas: Listowel, Stratford, and Woodstock-Tillsonburg.

There were no areas in Group 4 (labour shortage) and only one minor area—Kitimat—in Group 3.

*See Tables A-1 to A-3, pages 169 and 170.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	January 1963	January 1962	January 1963	January 1962	January 1963	January 1962	January 1963	January 1962
Metropolitan.....	8	8	4	4	.....	.....	.....	.....
Major Industrial.....	16	15	10	11	.....	.....	.....	.....
Major Agricultural.....	6	6	8	8	.....	.....	.....	.....
Minor.....	39	36	18	21	1	1	.....	.....
Total.....	69	65	40	44	1	1	.....	.....

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a)..... (000)	January	6,497	- 1.2	+ 1.4
Employed..... (000)	January	5,956	- 3.3	+ 1.6
Agriculture..... (000)	January	538	- 7.6	- 6.4
Non-agriculture..... (000)	January	5,418	- 2.9	+ 2.4
Paid workers..... (000)	January	4,945	- 3.0	+ 3.3
At work 35 hours or more..... (000)	January	5,117	- 4.4	+ 1.5
At work less than 35 hours..... (000)	January	668	- 0.9	- 1.3
Employed but not at work..... (000)	January	171	+ 28.6	+15.5
Unemployed..... (000)	January	541	+30.7	- 0.7
Atlantic..... (000)	January	88	+25.7	+ 4.8
Quebec..... (000)	January	192	+24.7	+ 7.3
Ontario..... (000)	January	130	+39.8	-12.8
Prairie..... (000)	January	73	+43.1	- 2.7
Pacific..... (000)	January	58	+26.1	0.0
Without work and seeking work..... (000)	January	503	+30.0	- 0.6
On temporary layoff up to 30 days..... (000)	January	38	+40.7	- 2.6
Industrial employment (1949=100).....	November	124.2	- 1.0	+ 2.1
Manufacturing employment (1949=100).....	November	114.7	- 1.0	+ 3.4
Immigration.....	1st 9 mos. 1962	56,568	—	+ 0.7
Destined to the labour force.....	1st 9 mos. 1962	28,506	—	+ 2.3
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	January	24	-17.3	-40.0
No. of workers involved.....	January	4,559	+25.2	-50.3
Duration in man days.....	January	79,780	+41.0	- 6.6
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.)..	November	\$81.58	0.0	+ 3.5
Average hourly earnings (mfg.).....	November	\$ 1.90	+ 0.5	+ 3.3
Average hours worked per week (mfg.).....	November	41.2	- 0.3	+ 0.2
Average weekly wages (mfg.).....	November	\$78.15	+ 0.2	+ 3.3
Consumer price index (1949=100).....	January	132.0	+ 0.1	+ 1.8
Index numbers of weekly wages in 1949 dollars (1949=100).....	November	142.0	+ 0.3	+ 1.7
Total labour income..... \$000,000	November	1,713	- 1.3	+ 5.4
<i>Industrial Production</i>				
Total (average 1949=100).....	December	182.0	- 6.3	+ 4.7
Manufacturing.....	December	160.0	- 7.8	+ 5.6
Durables.....	December	162.4	- 7.1	+10.8
Non-durables.....	December	158.0	- 8.4	+ 1.5

(a) Distribution of these figures between male and female workers can be obtained from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics. These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the labour force characteristics of the civilian non-institutional population of working age. (More than 35,000 households chosen by area sampling methods in approximately 170 different areas in Canada are visited each month.) The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that was employed or unemployed during the survey week.

Role of Indicative Programming in Success of Some Western European Countries

"Indicative programming" and economic forecasting rather than rigid planning underlie most of remarkable economic successes. Widest participation by all sectors of economy considered vital in forming national plans and objectives

"Indicative programming" and forecasting instead of rigid economic planning have been the basis of most of the remarkable economic growth of several Western European countries during the recent past. Labour plays an indispensable role in helping to chart or "indicate" the economic courses of most of these countries. The widest participation by all sectors of the economy is considered vital in forming national plans with a common purpose, and in carrying them out. Public opinion consequently supports the efforts and contributes to the success of the programming and economic forecasting.

These, in essence, are some of the main points brought out in an address entitled "The Role of Indicative Programming in the Economic Successes of Some Western European Countries," by Dr. R. V. Yohe, President of B.F. Goodrich Canada Limited, at a December meeting of the Windsor Chamber of Commerce. Dr. Yohe's observations and remarks were based on the recent National Productivity Council's fact-finding mission to Europe, of which he was a member (L.G., Aug. 1962, p. 909, and Nov. 1962, p. 1261).

The term "indicative programming" instead of "planning" was favoured by economic leaders of most of the countries visited by the National Productivity Council's mission, said Dr. Yohe. It was less subject to confusion with the rigid planning of totalitarian states, they thought. Four of the six countries visited—Holland, West Germany, France and Belgium—were members of the European Common Market. The other two remaining countries that were visited and studied were Sweden and Britain.

In most of these countries, labour plays a direct and indispensable role in the programming and economic forecasting, through wide representation on the bodies engaged in this task. In this respect, Britain and West Germany can be considered as exceptions in their approach. In Britain, the advisory planning body—the National Economic Development Council—has only recently been born, but organized labour there has agreed to provide representation on it. In West Germany, with its free economy, there is no central planning, although an advisory council to set up guideposts has been proposed.

In Sweden, officers of trade unions participate in the work of the royal planning commissions that are frequently used for special economic studies. These supplement other groups that have major responsibilities in drawing up the government budget and in long-term forecasting and planning. On the planning commissions, labour joins civil servants, employers' organizations and university economists. In The Netherlands, government economists referred to labour and management as "working partners" with the Government on economic policy.

The widest possible participation by the various sectors of the economy, joining in a common purpose, as in Sweden, tends to assure the success of the programming. There, Dr. Yohe explained, "the influence of the long-term perspective on economic decisions was emphasized and attributed to the fact that people from all sections of the economy were involved in preparing the forecast. The discussions between representatives of the private and public sectors played an important part in forming public opinion." The economic forecasting and planning, with reports based on a co-operative system of fact finding, thus gained the support of public opinion, necessary to the realization of the forecasts.

"The reports were also widely discussed in professional circles, in the press and on radio and television. In this way an 'image' of the economic future for the country was created, which inspired public confidence and acceptance," Dr. Yohe observed. There was, however, no central economic "plan" as such in Sweden.

Dealing with planning in general, the speaker explained:

The misconceptions that many people have over the word "planning" are not unlike the misconceptions that labour has over the word "productivity," and which misconceptions are erroneous in the light of the philosophies of productivity enunciated and practised in other countries.*

Comparing government planning with the planning as exercised by individual companies in Canada, Dr. Yohe said:

I'm somewhat confused also at some management and representatives of management when they recoil in apprehension when government

* See also Dr. Yohe's report on the "Common Declaration on Productivity" issued in Belgium for the National Congress on Productivity, *LABOUR GAZETTE*, October 1962, p. 1111.

planning is even mentioned, since I doubt that there is a company in all Canada that does not consciously or unconsciously have rather definitive plans for its future . . .

I contend that, within the broad concept of democratic government, there is a startling similarity between the real marketing concept, as it is widely practised by industry today, and the approach that whole countries can take in the conduct of the economic affairs of these countries. I further contend that there need be no real abrogation of democratic principles of government in so doing.

Planning, Forecasting in Europe

Planning in the European countries visited ranged from doing it in relatively great detail over a period of years, as in France, to the German system, "which leaves the market forces as the main guides to development." Even in France, however, said Dr. Yohe, there was not a widespread direction of industry, but the planning rather took the form of setting objectives, in which industry itself played a major role and was encouraged to achieve the objectives by means other than government direction.

In London, the following statement had been made to the visiting Productivity Council mission:

Unemployment of more than 2 per cent causes great disquietude. Unemployment below 1½ per cent leads to inflation. Such a narrow range leads to individual crises of one kind or another. This stop-and-go circumstance led industrialists to turn to planning as a means of eliminating short-term fluctuations and as a means of accelerating Britain's growth.

It was then agreed that the only way to solve the problem was to develop greater co-operation between government-labour-management. The National Economic Development Council was the result.

Reverting to Sweden, Dr. Yohe said there were no national goals or objectives established by government policy or acts of Parliament, but that long-term forecasting and planning had been the practice in that country for the past 15 years. The principal factual material for the long-range studies made in Sweden had come from company and sector plans.

In The Netherlands, "rationalization of productive capacity is lawful and firms may engage in arrangements of this sort, provided their purpose is not to increase prices." Very large companies existed and dominated their fields, the speaker pointed out. Cartel or combine arrangements were not forbidden. It had also been pointed out there, however, that what succeeded in The Netherlands would not necessarily work in other countries.

In Germany, neither labour nor management was anxious to see placed into effect a plan for a "super economic body" that had existed for years. Spokesmen for both

parties had said, however, they would be agreeable to the establishment of such a body, "provided it was independent and impartial and its findings were not binding upon them in bargaining. They did not think the Government should follow the Swedish or Dutch pattern."

The highly advanced form of indicative planning of France, in which several different possible courses of action were identified, was also described by government economists there as being "persuasive" rather than a coercive, centralized type of "economic planning," Dr. Yohe said.

A fourth plan now being drafted by France was featured by wide participation by the public. Its drafting involved some 3,500 participants: labour and industry leaders, civil servants, and independent experts. The whole concept of the French planning system is based on the philosophy that those who are to carry out the plan should have a part in the making of it, Dr. Yohe added.

In Belgium, the word "planning" was avoided and "programming" used instead, because the former "is believed to be offensive to the business community."

Belgian Indicative Programming

The Belgian Central Economic Council explained the differences between economic programming and forecasting, and defined indicative programming as follows:

Indicative programming is different from a mere forecast of economic and social development. Such a forecast is indeed the first stage in all indicative programming, but the latter goes a great deal further. The results obtained from preliminary forecast calculations are compared with the general objectives desired by the Government. When this comparison has been made, the necessary amendments are effected after consultations with the economic and social groups concerned, in order to arrive at a coherent program in accordance with the objectives which have been set. It would be desirable to draw up the economic budget by this method every year, and to outline middle- and long-term development programs.

A Belgian five-year economic development program calls for an annual growth rate of 4.4 per cent, but Belgian industrialists believe that this or any other preconceived figure is theoretical, reported Dr. Yohe.

In conclusion, he said:

Call it planning, or whatever, nevertheless, what is represented here is an organized attempt by whole countries, through the engagement of all elements of society into a common purpose, to adapt the individual circumstances of these countries to the highly competitive nature of things in the world today.

The lessons to be gained from the evident successes should not be lightly dismissed. I might even suggest that after careful evaluation we might even improve on them.

Facing Facts in Labour Relations

Strikes are not obsolete and neither party wants the alternative, government regulation; but where the interests of the parties conflict with the interests of the public, it is the latter that should prevail, says H. Carl Goldenberg

Strikes are not the general rule; most collective agreements are negotiated without strikes.

Laws will not by themselves assure industrial peace.

Trade unions and collective bargaining are an essential feature of modern industrial society.

Labour relations laws should be reviewed periodically in the light of experience and changing conditions.

Both labour and management must face the facts of industrial life, and both must take account of their public image.

The alternative to strikes and lockouts is state regulation, which neither party wants; nevertheless, where the interests of the parties conflict with the interests of the community, it is the interests of the community that should prevail.

The suggestion that strikes are obsolete is an example of both over-simplification and over-optimism. Change in our society has reduced some of the causes of tension in industrial relations but has not eliminated them; in fact, change has created new tensions. And these new problems call for close co-operation between labour and management.

All these points were made by H. Carl Goldenberg, O.B.E., Q.C., in an address, "Facing Facts in Labour Relations," to the Empire Club, Toronto, in mid-November. Mr. Goldenberg, a Montreal lawyer who has become well-known as a mediator and arbitrator of labour-management disputes, was, during the closing years of the Second World War, Chairman of the Industrial Production Co-operation Board, forerunner of the Labour-Management Co-operation Service of the Department of Labour.

Mr. Goldenberg said that a refusal to face facts by one side or the other, or both sides, was a major cause of misunderstanding between labour and management. And the public, too, is inclined to judge a dispute in terms of "right" and "wrong," he said, but "the fact is that generally neither side is wholly right or wholly wrong."

The public might also be mistaken in its appraisal of the state of labour relations in general. Publicity surrounding strikes gives an exaggerated impression of industrial conflict. But the fact is that strikes are not the general rule. "The general rule is industrial peace."

The vast majority of collective agreements are negotiated without strikes and without publicity, he said.

Laws are necessary to regulate the exercise of power and to curb its abuse. But there are problems in human relations that cannot be solved by law alone, and laws, however stringent, will not by themselves assure industrial peace.

"Peaceful relations between the parties will therefore depend not on laws but on the degree to which they are willing and able to understand each other and to make compromises imposed by the facts that confront them." This was especially true in a democracy, he said, and "collective bargaining is the application of democratic practice to industrial relations . . .

Collective Bargaining

"Trade unions and collective bargaining are an essential feature of modern industrial society. In the absence of collective bargaining there would be no bargaining at all under a system where the parties are as unequal in power as the individual worker and the corporation which employs him," Mr. Goldenberg asserted.

Because in Canada, and the United States, collective bargaining has not been universally accepted by both parties as the normal method for negotiating terms of employment, it was found necessary to enact laws to make collective bargaining mandatory under prescribed conditions.

Certain delays in the procedures prescribed by law are allowed. But where the delays are such as to permit one party to take advantage of them to frustrate the other, the results are not conducive to good labour relations.

The longer the settlement of a labour dispute is delayed, the more inflexible and unreasonable the parties tend to become in the positions they have taken . . . The parties for the time being seem to forget that a settlement has to be reached at some stage. They forget the truth of what Mackenzie King, who was a student of labour-management relations, pointed out, when he said that: "With Labour and Capital it is very much as with husband and wife; despite differences, they must continue to live together, or cease the relationship altogether."

Since they are enacted to deal with the facts of industrial life, labour relations laws should be reviewed from time to time to take into account changing conditions and past experience. If delays which the laws

permit are found to unduly retard settlements, such delays should be reduced. Undue delays intended to postpone legal strike action, in Mr. Goldenberg's opinion, are at least partly responsible for "wildcat" strikes.

He also emphasized that procedures suitable for some branches of industry were not necessarily appropriate for others—as one example, industries with year-round employment had conditions different from those that were seasonal.

But, more important, both parties must face the facts of industrial life: they have to live with them. If changes in traditional bargaining procedures are indicated, both parties must be prepared to make them, said Mr. Goldenberg. Here he referred to his report as a Royal Commissioner on labour relations in the Ontario construction industry (L.G., July 1962, p. 775), in which he had said that although tradition dies hard, new procedures should be adopted as required and indicated by the facts imposed by the nature of the industry.

In his report he had also asserted his belief that free collective bargaining would best be preserved by negotiation and agreement between the parties, each prepared "to face the problems and make necessary adjustments. Failing this, public opinion may, wisely or unwisely, lead to the imposition of restrictive controls."

Public Image

In labour relations, both parties must take account of their public image, Mr. Goldenberg continued. "Institutions operating in a democratic society cannot afford to ignore the impact of their conduct on public opinion."

This public image is not improved by disputes that arise from a persistent refusal to make reasonable compromises required by the facts. Jurisdictional disputes are an example. The public did not understand that the underlying reason for jurisdictional disputes is the simple human instinct for self-preservation, said Mr. Goldenberg.

To aid in solving such disputes without work stoppages, he recommended that labour itself establish the machinery for their settlement. This machinery is also required to deal with disputes arising from raids on the membership of other unions. The public understands strikes arising from conflicts with employers; it does not understand strikes arising from conflicts between unions.

Reference to the public image brings to mind instances of the abuse of power. Some people tend to judge all union leaders by the acts of a small majority, but "this is as unfair as it would be to condemn all businessmen because inquiries have disclosed dishonest practices by some of them."

And in attempts to curb such abuses, it was necessary to avoid legislation that would punish the innocent with the guilty, and that "has the ulterior motive of imposing severe restrictions on free collective bargaining."

Here Mr. Goldenberg commented on "so-called 'right-to-work' legislation." The term "right-to-work" is only a catch-phrase, he said. "Its authors have shown an interest neither in rights nor in work. They are interested primarily in setting the clock back so far as the democratic right to bargain collectively is concerned."

Protection against abuse of power calls for legislation but to be effective requires also the exercise of responsibility by the persons concerned: in a union, by the rank and file.

The same employers who complain of the absence of democracy in a union will complain also of lack of authority on the part of leaders and of inability by unions to enforce contracts. "For effective collective bargaining and enforcement of contracts, we have to face the fact that there must be some compromise between the authority of the elected officers of a union and the control over their actions vested in the membership."

Strikes

The charge that some union leaders called strikes without the approval of their members was true only in infrequent cases, and there, such practice should not be condoned. The public must not be led to conclude that union leaders are "strike-happy," he added.

Nor should it be concluded that there is a cure-all for settling all industrial disputes without strikes by unions or lockouts by employers. Mediation or voluntary arbitration by third parties would be the more civilized method, but, since mutual confidence has not yet replaced mutual suspicion, I am afraid that the required degree of civilization has not yet been attained.

Under totalitarian regimes, he said, strikes were prohibited, but in a democratic state, to force men to work under conditions they found objectionable could only be justified by exceptional circumstances.

We must face the fact that the right to strike and the employer's right to declare a lockout are necessary counterparts to free collective bargaining. The strike and the lockout are methods, however painful, for reaching agreement. The alternative is state regulation, which the parties to industry are not prepared to accept. Neither party wants agreement to be imposed upon them.

Mr. Goldenberg then explained how the right to strike in Canada was controlled by legislation.

(Continued on page 155)

COLLECTIVE BARGAINING REVIEW

Major Settlements in 1962

During 1962, collective bargaining in Canada led to 227 settlements that applied to bargaining units of 500 or more employees. These settlements covered approximately 477,000 workers engaged in industries outside the construction sector.

Of the major agreements signed in 1962, more than half were negotiated in the manufacturing sector of the economy. Other major collective agreements signed during the year were negotiated on behalf of workers in the transportation, storage and communications, gas and electric power distribution and retail trade industries. A number of agreements were negotiated also in such service sectors as municipal and provincial governments, hospitals, hotels and restaurants.

The largest single group of workers affected by contract negotiations during 1962 was the 100,000 non-operating employees of the CNR, CPR and other railways.

Of the major contracts signed during the year, 71 were for one year's duration, 84 for two years and 57 for a three-year term. Four contracts having terms ranging from nearly four to five years were negotiated in the transportation industry.

More than three fifths of the one-year contracts granted increases of 3 to 7 cents an hour on labour rates. Within this range, the majority of agreements provided for wage increases of 4 and 5 cents an hour.

Of the two-year agreements, more than three fifths provided for wage increases of 7 to 13 cents an hour, with hourly wage increases of 7, 10 and 13 cents being the most common.

Slightly more than one half of the three-year agreements provided for increases in labour rates of 15 to 20 cents an hour, most of them ranging from 15 to 18 cents an hour. Wage increases of 10 to 14 cents an hour were negotiated in approximately one quarter of the three-year settlements.

All but 13 of the major settlements concluded in 1962 provided for general wage increases. But the 13 exceptions, which covered about 16,000 workers, included improvements in such areas as premium pay, vacations, pensions, group life insurance, weekly indemnities, cost-of-living

adjustments and employer contributions to welfare plans.

The most extensive collective bargaining in the manufacturing sector occurred in the pulp and paper industry, where 27 major settlements covering 37,000 workers were negotiated. Twenty-two of the agreements in this industry were for a term of one year, and two thirds of these included wage increases of 4 and 5 cents an hour for workers in eastern Canada. A wage increase of 7 cents an hour on labour rates was agreed to in British Columbia in one-year contracts signed by MacMillan, Bloedel and Powell River Industries, Crown Zellerbach of Canada and other western Canadian companies. There were four major two-year settlements in the pulp and paper industry; three provided for a wage increase of 10 cents an hour and the fourth for increases totalling 7 cents an hour.

In the food and beverages industry, 17 major agreements covering approximately 25,000 workers were negotiated in 1962. Wage increases amounting to 11½ cents an hour over two years were the pattern in the meat packing industry, where Burns and Company, Canada Packers and Swift Canadian negotiated four agreements covering a total of 11,400 employees. Another two-year settlement, reached by several dairies in Toronto, included a wage increase of 20 cents an hour.

In the Ontario and Quebec brewing industry, wage increases amounting to 22 cents an hour over a three-year period were negotiated by the Brewery Workers. Two major settlements were concluded in the distilling industry—a two-year agreement giving an increase of 18 cents an hour on base rates to employees of the House of Seagram in Quebec, Ontario and British Columbia, and a three-year contract providing for a total wage increase of 26 cents an hour on labour rates at Hiram Walker and Sons in Ontario.

In the tobacco industry, Imperial Tobacco negotiated a two-year contract increasing the labourer's rate by 28½ cents an hour.

Fifteen major agreements covering 26,000 workers, mostly in Quebec and Ontario, were negotiated in the iron and steel products industry. Most of these contracts will

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

be in effect for two or three years. The two-year settlements included a master agreement giving a total wage increase of 6 cents an hour to employees at Continental Can plants across Canada and two settlements concluded by Canadian Steel Found-

dries and General Steel Wares, each of which granted a wage increase of 7 cents an hour. Dominion Engineering agreed to increase wages by 13 cents an hour, the highest wage increase under a major two-year contract in this industry.

WAGE SETTLEMENTS DURING 1962, BY INDUSTRY

Collective agreements covering 500 or more employees concluded between January 1 and December 31, 1962, excluding agreements in the construction industry and agreements with wage terms in piece or mileage rates only. The data are based on preliminary reports where copies of new collective agreements had not been received before compilation.

Industry and Total Wage Increase in Cents per Hour*	Term of Agreement in Months									
	Under 15		15-20		21-26		27-32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
Forestry										
7.....	1	900								
8.....	1	500			2	1,400				
10.....					1	500				
13.....	1	800							1	3,000
14.....	1	500								
15.....			1	800						
16.....					1	27,000				
20.....					1	6,000				
Mining										
0.....	1	500								
3.....					1	1,200				
10.....									1	600
12.....									2	1,100
15.....									4	3,130
18.....									2	2,200
20.....									1	500
Manufacturing										
0.....	6	4,450			1	1,300	1	5,300		
2.....	1	800								
3.....	2	9,500							1	700
4.....	8	4,980	1	500						
5.....	16	23,720			4	2,770			1	1,800
6.....					2	1,600			1	800
7.....	2	6,000			5	5,430				
8.....	2	5,600			2	1,750			3	3,600
9.....					2	2,100				
10.....					10	16,900			3	10,280
11.....					1	1,900	1	800		
12.....						13,250				
13.....					5	9,250	2	3,100	3	3,680
14.....									1	550
15.....	1	1,200			2	2,650	1	1,000	2	1,200
16.....									2	1,350
17.....									3	4,480
18.....					2	2,400			6	14,650
20.....						1,700			2	2,050
22.....					1	800				
26.....									1	600
29.....					1	3,500				
32.....					1	1,300				
39.....									1	1,500
43.....									1	1,000
Transportation, Storage and Communication										
0.....	1	1,200								
2.....	1	1,000								
3.....	2	8,980								
5.....	2	1,520			1	550				
6.....	1	10,000								
7.....	1	1,380			5	117,810				
8.....	1	550								
9.....	1	8,300								
11.....					1	1,100				
12.....	2	1,650							1	650
13.....					1	530				
14.....					1	2,000				
15.....									1	1,200
18.....					1	1,000	1	730		
19.....										7,000
20.....									2	1,800
23.....									1	500
26.....									1	1,500
28.....									1	700

WAGE SETTLEMENTS DURING 1962, BY INDUSTRY—(Concluded)

Industry and Total Wage Increase in Cents per Hour*	Term of Agreement in Months									
	Under 15		15-20		21-26		27-32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
Public Utility										
0.....	1	840								
3.....			1	730						
14.....	1	1,300								
15.....								2	12,100	
19.....								1	700	
24.....								1	700	
39.....					1	900				
Trade										
0.....	1	1,500								
4.....	1	1,000								
7.....					1	4,000				
10.....					1	3,000	1	850		
13.....					2	1,400				
15.....					2	2,180				
17.....								1	2,400	
20.....								1	800	
22.....							1	540	1	1,100
Service										
0.....	1	630								
3.....	1	600								
4.....	4	4,450							1	1,200
5.....	2	1,750								
6.....	1	600			2	5,750				
7.....	1	1,250			1	1,200			1	750
8.....					2	1,910				
9.....					1	1,900				
10.....					1	2,500				
11.....					1	1,800			1	750
13.....					1	550			1	600
15.....					2	1,050				
16.....					2	3,400				
28.....	1	600								
29.....	1	550								
40.....					1	1,000				
Total.....	71	109,100	3	2,030	84	260,230	8	12,320	61	93,310

*The wage increases shown relate only to base rates, i.e., labour rates or their equivalent. Fractions of a cent are rounded to nearest cent. The data on the number of employees covered are approximate and include all classifications covered by the agreement.

Among major three-year agreements signed in the iron and steel products industry, three contracts, all at Steel Company of Canada plants, provided for an increase in labour rates of 10 cents an hour, and two contracts at International Harvester and Dominion Structural Steel increased base rates by 13 cents an hour. Settlements providing for a wage increase of 15 cents an hour over three years were negotiated by Canada Iron Foundries and Union Carbide (Metals and Carbon Division). Massey-Ferguson granted a wage increase of 18 cents an hour in a three-year master agreement covering workers at plants in Toronto, Brantford and Woodstock, Ont.

In the transportation equipment industry, seven of the 14 major agreements, applying to 21,000 workers, were for a three-year term. These three-year agreements were signed by such companies as Ford, Chrysler, American Motors, Electric Auto-Lite, International Harvester and DeHavilland Aircraft and provided for labour rate increases of 16 to 18 cents an hour.

In the electrical products industry, contract negotiations resulted in eight major agreements covering 14,000 employees. Two of these agreements, signed by Northern Electric, were for a one-year term and provided for a base rate increase of 3 cents an hour. Four agreements were for a period of two years and, with the exception of a settlement giving a base rate increase of 12 cents an hour to salaried personnel of Canadian Marconi, provided for wage increases of 7 to 9 cents an hour. There were two agreements of three years duration—one providing for a wage increase of 14 cents an hour at Phillips Electrical and another giving a labour rate increase of 18 cents an hour to plant employees of Canadian Marconi.

Five-cent-an-hour wage increases were granted in the rubber industry under one-year contracts signed by B. F. Goodrich, Dunlop, Firestone Tire and Rubber and Goodyear Tire and Rubber. In another one-year agreement, no wage increase was granted by Dominion Rubber (Tire Divi-

sion) but this settlement was accompanied by a three-year supplemental agreement incorporating significant improvements in fringe benefits.

Major agreements of two years duration were signed in the textile and synthetic fibres industries in Quebec and Ontario. Wage increases amounting to 13 cents an hour were embodied in three contracts involving textile manufacturers, and base rate increases ranging from 9 to 15 cents an hour were included in four settlements in synthetic fibres manufacturing.

Approximately 12,000 employees in the trucking industry across Canada were affected by new master agreements signed in 1962. One agreement, covering truckers in the Prairie region, provided for a total wage increase of 13 cents an hour over two years. In Ontario, several car carrying firms agreed to wage increases totalling 18 cents an hour in a two-year contract, and northern Ontario freight companies agreed to raise wages by 23 cents an hour over three years. A general settlement in southern Ontario provided for wage increases of 19 to 22 cents an hour over four years for dockmen, checkers and drivers employed by 53 trucking companies; most of these companies were parties to a 44-month agreement providing for wage increases ranging from 20 to 24 cents an hour, depending on skill, for mechanics. In Quebec, eight firms operating out of Montreal were parties to a four-year agreement providing for a wage increase of 26 cents an hour for truckers based in Montreal and 30 cents an hour for employees in branch depots.

In Newfoundland, the Railway, Transport and General Workers signed an agreement for five years, a longer term than any other major contract negotiated in 1962, with Canadian National Newfoundland Steamship Service. Under this agreement, the wage for a seaman will be increased by 28 cents an hour in five annual steps.

In the telephone communications industry, about 38,000 employees across Canada received wage increases under 11 new agreements. Nine agreements were for a period of one year, and most of these provided for base rate increases of 5 to 9 cents an hour. There were only two major two-year agreements in this industry, and these granted base rate increases of 5 to 7 cents an hour.

The majority of major settlements in the service sector were negotiated by municipal governments and hospitals. Municipalities that entered into major contracts, covering a total of 18,000 workers, were the cities of Vancouver, Edmonton, Ottawa, Toronto and Metropolitan Toronto and the townships of North York and Scarborough. Vancouver concluded four one-year agreements giving base rate increases of 3 to 5 cents an hour, and the other municipalities signed ten two-year agreements with base rate increases ranging from 7 to 16 cents an hour.

Hospitals were parties to eight major settlements applying to 6,500 workers. Most of these were for a period of one year; wage increases of 5 to 7 cents an hour in one-year agreements for such employees as male orderlies and general help were the most common, except in Quebec, where several hospitals agreed to increase rates for these classifications by 28 to 29 cents an hour.

In the logging industry, 12 major settlements were concluded, covering approximately 40,000 woods employees in Newfoundland, Quebec and British Columbia. About 27,000 of these workers, who were employed by 150 logging firms in British Columbia, received wage increases amounting to 16 cents an hour in a two-year agreement. In Newfoundland, another 6,000 workers were covered by a new agreement between the Carpenters and Anglo-Newfoundland Development Company, Bowater's Newfoundland Pulp and Paper Mills and Newfoundland Contractors' Association; under this agreement the labourer's rate was increased by 20 cents an hour over two years.

Most of 12 settlements in the mining industry in 1962 were for a three-year term. Two of the three-year agreements were signed by Rio Algom Mines and increased the wages of 1,100 uranium miners in Ontario by 12 cents an hour. In Quebec, four agreements providing for a total labour rate increase of 15 cents an hour over three years were concluded by Campbell Chibougamau Mines, Noranda Mines, Que-mont Mining Corporation and Normetal Mining Corporation. Labour rate increases amounting to 18 cents an hour were agreed to elsewhere in Quebec by Canadian Johns-Manville and Lake Asbestos of Quebec. The highest increase for labourers was 20 cents an hour over three years for employees of Eldorado Mining and Refining Limited.

Collective Bargaining Scene

Agreements covering 500 or more employees,
excluding those in the construction industry

Part I—Agreements Expiring During February, March and April (except those under negotiation in January)

Company and Location	Union
Abitibi Power & Paper & subsids., Que., Ont. & Man.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Alberta Govt. Telephones, province-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Anglo-Cdn. Paper, Forestville, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Associated Fur Industries, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
CBC, company-wide	Radio & T.V. Empl. (ARTEC) (Ind.)
Canada Paper, Windsor, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
Cdn. International Paper & subsids., N.B., Que. & Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Oper. Engineers (AFL-CIO)
Consolidated Paper, Grand'Mere, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Shawinigan, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Donnacona Paper, Donnacona, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Dunlop Canada, Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Eastern Canada Newsprint Group, Que. & N.S.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
E. B. Eddy, Hull, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Employing Printers' Assn., Montreal, Que.	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assn., Montreal, Que.	Printing Pressmen (AFL-CIO/CLC)
Fairey Aviation, Eastern Passage, N.S.	Machinists (AFL-CIO/CLC)
Fisheries Assn., B.C.	United Fishermen (Ind.) (tendermen)
Fisheries Assn. & Cold Storage Cos., B.C.	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Howard Smith Paper, Cornwall, Ont.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Hudson Bay Mining, Flin Flon, Man.	CLC-chartered local, Machinists (AFL-CIO/CLC) & others
Kellogg Company, London, Ont.	Millers (AFL-CIO/CLC)
Kimberly-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
MacDonald Tobacco, Montreal, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (electrical craft empl.)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Marathon Corp., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Ontario Paper, Thorold, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec Cartier Mining, Port Cartier & Lac Jeannine, Que.	Steelworkers (AFL-CIO/CLC)
Quebec North Shore Paper, Baie Comeau, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
E. S. & A. Robinson (Can.), Leaside, Ont.	Printing Pressmen (AFL-CIO/CLC)
Rolland Paper, Mont Rolland & St. Jerome, Que.	Paper Makers (AFL-CIO/CLC), & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
St. Lawrence Corp., Red Rock, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (labour service empl.)
Silverwood Dairies, Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Stanrock Uranium Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Steep Rock Mines, Steep Rock Lake, Ont.	Steelworkers (AFL-CIO/CLC)

Part II—Negotiations in Progress During January

Bargaining

Company and Location	Union
Alberta Government Telephones	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
American Can, Hamilton, Simcoe, Ont. & Montreal, Que.	CLC-chartered local
Assn. des Marchands Détaillants, Quebec & district, Que.	Metal Trades' Federation (CNTU) (garage empl.)
Assn. des Marchands Détaillants (Produits Alimentaires), Quebec, Que.	Commerce Empl. Federation (CNTU)
Atomic Energy of Canada, Chalk River & Deep River, Ont.	Atomic Energy Allied Council (AFL-CIO/CLC)
B. A. Oil, Clarkson, Ont.	Oil Wkrs. (AFL-CIO/CLC)
B.C. Hotels Assn., New Westminster, Burnaby, Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
B.C. Hydro & Power Authority	I.B.E.W. (AFL-CIO/CLC)
B.C. Hydro & Power Authority	Office Empl. (AFL-CIO/CLC)
Breweries (various), Winnipeg, Man.	Brewery Wkrs. (AFL-CIO/CLC)
CBC, company-wide	Broadcast Empl. (AFL-CIO/CLC)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta.	Empl. Assn. (Ind.)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Cdn. British Aluminum, Baie Comeau, Que.	Metal Trades' Federation (CNTU)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Consumers Glass, Toronto, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Continental Can, St. Laurent, Que.	CLC-chartered local
Dairies (various), Vancouver & New Westminster, B.C.	Teamsters (Ind.)
David & Frere, Montreal, Que.	Empl. Assn. (Ind.)
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Dominion Steel & Coal, Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal, Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Donohue Bros., Clermont, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Eastern Canada Stevedoring & two others, Toronto, Ont.	I.L.A. (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hamilton City, Ont.	Public Empl. (CLC) (office empl.)
Hamilton City, Ont.	Public Service Empl. (CLC) (outside empl.)
H. J. Heinz, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Hospitals (4), Trois Rivières, Que.	Service Empl. Federation (CNTU)
Iron Ore of Can., Nfld. & Que.	Steelworkers (AFL-CIO/CLC)
Lever Bros., Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Manitoba Telephone	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Men's Clothing Mfrs. Assn., Toronto, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Millinery Mfrs. Assn., Montreal, Que.	Hatters (AFL-CIO/CLC)
Moirs Ltd. & Moirs Sales, Halifax, N.S.	Teamsters (Ind.) & Bakery Wkrs. (CLC)
Montreal City, Que.	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que.	Public Service Empl. Fed. (CNTU) (inside empl.)
Montreal City, Que.	Public Service Empl. (CLC) (outside empl.)
New Brunswick Power Commission, province-wide	I.B.E.W. (AFL-CIO/CLC)
Noranda Copper & Brass, Montreal, Que.	Empl. Assn. (Ind.)
Northern Electric, Belleville, Ont. & Montreal, Que.	Empl. Assn. (Ind.) (plant empl.)
Northern Electric, Montreal, Que.	Office Empl. Assn. (Ind.)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Quebec North Shore Paper, Baie Comeau, Franquelin & Shelter Bay, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
St. Boniface General Hospital, St. Boniface, Man.	Empl. Union of Hospital Institutions (Ind.)

Company and Location	Union
Saint John Shipbuilding & Dry Dock, Saint John, N.B.	Various unions
Saskatchewan Government Telephones	Communications Wkrs. (AFL-CIO/CLC)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask.	CLC-chartered local & Public Service Empl. (CLC)
Shell Oil, Montreal East, Que.	Empl. Council (Ind.)
Shipping Federation, Halifax, N.S., Saint John, N.B., Montreal, Quebec & Three Rivers, Que.	I.L.A. (AFL-CIO/CLC)
TCA, Canada-wide	Machinists (AFL-CIO/CLC)
Telegram Publishing, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Toronto General Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Vancouver Board of Police Commissioners, Vancouver, B.C.	B.C. Peace Officers (CLC)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside empl.)
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Vancouver General Hospital, Vancouver, B.C.	Public Empl. (CLC)
Winnipeg City, Man.	Public Service Empl. (CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

Conciliation Officer

Canada & Dominion Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
Cdn. Industries, Brownsburg, Que.	Mine Wkrs. (Ind.)
Cdn. Lithographers' Assn., Eastern Canada	Lithographers (Ind.)
DeHavilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC) (clerical empl.)
Falconbridge Nickel, Falconbridge, Ont.	Mine, Mill & Smelter Wkrs. (Ind.)
International Nickel, Sudbury, Ont.	Steelworkers (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
St. Lawrence Corp., Nipigon, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)

Conciliation Board

B.C. Shipping Federation, various ports	Longshoremen & Warehousemen (CLC)
Council of Printing Industries, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hotel Empress (C.P.R.), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Northern Electric (western region) Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)

Post-Conciliation Bargaining

International Nickel, Port Colborne, Ont.	Steelworkers (AFL-CIO/CLC)
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Arbitration

Hospitals (11), Montreal & district, Que.	Service Empl. Federation (CNTU)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)

Work Stoppage

Kimberly-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Que. Iron & Titanium, Sorel, Que.	Metal Trades' Federation (CNTU)
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local

Part III—Settlements Reached During January

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

ABITIBI POWER & PAPER, NORTHERN ONTARIO—CARPENTERS (LUMBER & SAWMILL WKRS.) (AFL-CIO/CLC): 2-yr. agreement covering 1,500 empl.—wage increases of 6¢ an hr. on hourly rates, 48¢ a day on daily rates and 2% on all piece-work rates, retroactive to Sept. 1, 1962; former empl. on payroll between Sept. 1 and Dec. 10, 1962 entitled to retroactivity provided they initiate claims before March 1, 1963; additional wage increase of 2% on piece-work rates eff. Sept. 1, 1963; weekly hrs. for day work classifications to be reduced from 44 to 40 with maintenance of take-home pay, eff. Sept. 1, 1963; after Sept. 1, 1963 the company will contribute \$2.50 toward cost of medical, surgical and hospital care plans (at present \$2); rate for general labourer after Sept. 1, 1963 will be \$15.23 a day.

ASBESTOS CORP. & OTHERS, THETFORD MINES, QUE.—MINING EMPL. FEDERATION (CNTU) (GARAGE EMPL.): 3-yr. agreement covering 1,500 empl.—wage increases of 3½% retroactive to Jan. 1, 1962, 2½% eff. Jan. 1, 1963 and 3% eff. Jan. 1, 1964; evening shift premium (formerly 4¢) increased to 6¢ in the first yr. of agreement, 7¢ in the second yr. and 8¢ in the third yr.; night shift premium (formerly 8¢) increased to 10¢ in the first yr. of agreement, 11¢ in the second yr. and 12¢ in the third yr.; bereavement leave provision introduced; compulsory check-off supersedes voluntary check-off.

BUILDING MAINTENANCE, & WINDOW CLEANING CONTRACTORS, VANCOUVER, B.C.—BLDG. SERVICE EMPL. (AFL-CIO/CLC): 3-yr. agreement covering 600 empl.—hourly wage increases of 4¢ eff. Dec. 1, 1962, 3¢ eff. July 1, 1963 and 4¢ eff. July 1, 1964 for janitors and maintenance men; 3¢ eff. Dec. 1, 1962, 3¢ eff. July 1, 1963 and 2¢ eff. July 1, 1964 for janitresses and elevator operators; 3 wks. vacation after 11 yrs. of service (formerly after 15 yrs.); rate for elevator operator after July 1, 1964 will be \$1.31 an hr.

BURNABY DISTRICT, B.C.—PUBLIC EMPL. (CLC): 2-yr. agreement covering 560 empl.—wage increases of 2.3% eff. Jan. 1, 1963 and 2.3% eff. Jan. 1, 1964 for inside wkrs. and foremen; 5¢ an hr. eff. Jan. 1, 1963 and 5¢ an hr. eff. Jan. 1, 1964 for outside wkrs.; 3 wks. vacation after 5 yrs. of service (formerly after 6 yrs. for outside wkrs. and 7 yrs. for inside wkrs. and foremen); rate for labourer after Jan. 1, 1964 will be \$2.14 an hr.

CPR SYSTEM-WIDE-TRAINMEN (AFL-CIO/CLC) (DINING CAR STAFF): 2-yr. agreement covering 750 empl.—wage increases of 1% on May 31, 1962 rates retroactive to June 1, 1962, 1% on May 31, 1962 rates eff. Jan. 1, 1963, 2¢ an hr. eff. April, 1963 and 2¢ an hr. eff. Oct. 1, 1963.

EASTERN CANADA STEVEDORING, HALIFAX, N.S.—RAILWAY CLERKS (AFL-CIO/CLC): 2-yr. agreement covering 800 empl.—wage increases of 1% retroactive to March 1, 1962, 1% additional retroactive to Oct. 1, 1962, 3¢ an hr. eff. Jan. 1, 1963 and 2¢ an hr. eff. July 1, 1963; base rate for freight handler after July 1, 1963 will be \$1.995 an hr.

GREAT LAKES PAPER, FORT WILLIAM, ONT.—CARPENTERS (LUMBER & SAWMILL WKRS.) (AFL-CIO/CLC): 2-yr. agreement covering 1,000 empl.—wage increases of 48¢ a day on daily rates and 2% on piece-work rates, retroactive to Sept. 1, 1962; additional wage increase of 2% on piece-work rates eff. Sept. 1, 1963; weekly hrs. for day wkrs. to be reduced from 44 to 40 with maintenance of take-home pay eff. Sept. 1, 1963; after Sept. 1, 1963 the company will contribute \$2.50 toward cost of medical, surgical and hospital care plans (at present \$2); rate for general labourer after Sept. 1, 1963 will be \$15.22 a day.

HOTEL CHATEAU LAURIER (CNR), OTTAWA, ONT.—RAILWAY, TRANSPORT & GENERAL WKRS. (CLC): 3-yr. agreement covering 500 empl.—hourly wage increases of 3¢ retroactive to March 1, 1962, 2¢ eff. March 1, 1963 and 2¢ eff. March 1, 1964; double time for work on paid holidays (formerly alternate time off); 4 wks. vacation after 25 yrs. of service (formerly after 35 yrs.); maid's rate after March 1, 1964 will be 97¢ an hr. plus room & board.

HOTEL VANCOUVER, VANCOUVER, B.C.—RAILWAY, TRANSPORT & GENERAL WKRS. (CLC): 3-yr. agreement covering 500 empl.—general wage increases of 4¢ an hr. retroactive to March 1, 1962, 3¢ an hr. eff. March 1, 1963 and 3¢ an hr. eff. March 1, 1964; 4 wks. vacation after 25 yrs. of service (formerly after 35 yrs.).

MARITIME TEL. & TEL., EASTERN ELECTRIC & SUPPLY, N.S.—I.B.E.W. (AFL-CIO/CLC) (PLANT EMPL.): 1-yr. agreement covering 500 empl.—weekly wage increases ranging from 25¢ to \$3; 4 wks. vacation after 25 yrs. of service (formerly after 35 yrs.); maximum weekly rate for utility man \$63.

MARITIME TEL. & TEL., N.S.—I.B.E.W. (AFL-CIO/CLC) (TRAFFIC EMPL.): 1-yr. agreement covering 730 empl.—weekly wage increases ranging from 50¢ to \$2.50; maximum weekly rate for operator \$55.50.

ROWNTREE CO., TORONTO, ONT.—RETAIL, WHOLESALE EMPL. (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—wage increases of 3% eff. Jan. 1, 1963, 2% eff. Jan. 1, 1964; rate for labourer after Jan. 1, 1964 will be \$1.58½.

WABASSO COTTON, WELLAND, ONT.—UNITED TEXTILE WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 620 empl.—settlement pay of \$40; wage increases of 5¢ an hr. eff. Feb. 4, 1963, 2¢ an hr. eff. Feb. 4, 1964 and 3¢ an hr. eff. Feb. 4, 1965; holiday pay plus time and one half (formerly straight-time) for work on paid holidays; rate for male labourer after Feb. 4, 1965 will be \$1.32 an hr.

Awards Made to Employers and to Handicapped Man and Woman of Year

Saskatchewan honours employers with outstanding records in the employment of handicapped persons, and Newfoundland presents awards to the handicapped man and woman who have shown the most fortitude in overcoming their disabilities

For the second time, Lieutenant-Governor Frank Bastedo of Saskatchewan has presented awards to employers with outstanding records in the employment of handicapped persons.

Receiving citations this year were B. Liley Drapers and Western Clay Products, both of Regina, and Canadian Pittsburg Limited of Moose Jaw. The presentations took place during the annual congress of the Council on Rehabilitation (Saskatchewan) in Regina.

* * * *

In Newfoundland, the Mr. and Mrs. C. A. Pippy awards to "the Handicapped Man and Woman of the Year" for 1962 went to Dorothy Letto of Forteau, Labrador, and William Lane of St. John's, Nfld. Each of the awards, which were made for the first time in 1961, consists of \$500 and a plaque donated by the Newfoundland Rehabilitation Council. They are presented to the handicapped man and woman who show the greatest fortitude in overcoming their disabilities.

Miss Letto contracted polio at the age of six. The next 28 years were spent in and out of hospital undergoing the medical and surgical treatment required to get her out of her wheel chair and to the place where she can now get about and climb stairs with her crutches. In 1959 she applied for training in commercial work. She did not have the Grade X diploma required for this course; so, at the age of 35, she went back to school and obtained her diploma in 1960, and then went on to complete a commercial course. She is now employed as a clerk-typist at the Grenfell Hospital at St. Anthony.

Mr. Lane, a young man of 22, was working as a watch repairman when he was stricken by arthritis. He was confined to hospital for eight years and spent another seven learning to walk again with crutches after he was fitted with metal joints when other methods failed. In 1951 he started his own watch repair business, working in a standing position at a high bench. In 1954 he devised and installed hand controls in his car to enable him to drive to night

school. In two years he completed Grades IX, X and XI with honours and then entered Memorial University.

To finance his education, he worked during his vacation and took a year off from his studies to act as a rehabilitation officer with the Department of Health. Incidentally, it was from him that Miss Letto learned of the opportunities available for handicapped persons to receive training.

Despite a period in hospital for surgery for an ulcer, Mr. Lane was graduated with a Bachelor of Science degree in 1961. Since that time he has been employed as a mathematics instructor in the Vocational Training Institute. He plans to do post-graduate work in biology.

New Research Group in N.B.

A doctor's request for assistance for a patient completely paralysed except for his head and shoulders has led to the formation of a research group in New Brunswick.

Dr. Lynn C. Bashow, Medical Director of Forest Hill Rehabilitation Centre in Fredericton, sought technical assistance to develop a means for the patient to control a battery-operated wheel chair and thus gain a measure of self-sufficiency.

Faculty members and students in engineering and physical education at the University of New Brunswick joined with persons from the manufacturing industry to solve the problem. After they had solved it they decided to form a permanent organization to carry out research into ways of helping persons with severe leg and arm disabilities.

Chairman of the group is Robert N. Scott, assistant professor of electrical engineering at the University.

Saskatchewan Co-ordinator of Rehabilitation

Hon. A. M. Nicholson, Minister of Social Welfare and Rehabilitation, Saskatchewan, has announced the appointment of G. Roland Hennessey as Provincial Co-ordinator of Rehabilitation to succeed Dr. G. Allan Roeher. Dr. Roeher recently accepted the position of Executive Director of the Canadian Association for Retarded Children.

U.S. National Council on the Aging

Education and retraining stressed as key factors in solutions to many of the problems of older workers by speakers at the Council's 12th annual meeting

Speakers at the 12th Annual Meeting of the National Council on the Aging in New York last November repeatedly stressed that education and retraining were key factors in successful solutions to many of the problems of older workers.

Automation and the Older Worker

Edwin F. Shelley, Vice President, U.S. Industries, Inc., and chairman of the Council's Subcommittee on Technological Change and the Older Worker, stated there was a pressing requirement for the retraining of workers—particularly of older workers—to perform new jobs when they had been automated out of their old jobs. This brought up the fundamental question of the educational background which a worker must possess if he was to be successfully retrained in later life. This, in turn, leads to consideration of the long-range requirement that members of society must be educated in the attitudes needed to ensure continued learning throughout a lifetime.

Mr. Shelley said that his subcommittee had considered the promising idea that rapidly developing technology might be directed along lines that would ensure the constructive use of citizens throughout their productive life, at their proper levels of capability, and with due consideration for the value of their experience, as well as for their physical limitations.

Mr. Shelley suggested that with the proper use of computers, of new high-speed communication systems and of highly automatic robot-operated manufacturing procedures, it could be possible to decentralize the operation of many commercial and industrial organizations. This would permit employees to work in small centres near their homes, or even, in some cases, in their homes, and still maintain highly centralized communication and production control. This could permit the effective use of different employees at different times of the day, and for different periods each week or month. Part-time work could be conducted on a highly efficient basis, and, in a properly organized company, an older worker's experience could well be worth as much money as a younger worker's energy.

Seniority

Ralph Helstein, President, United Packinghouse, Food and Allied Workers, explained that seniority establishes a principle that length of service with a company

measures the individual worker's relative claim to a job. Rules of seniority and protection against arbitrary discharge were probably the most effective practices unions had developed to protect the job security of long-service employees and older workers, he pointed out.

Mr. Helstein stated that, despite considerable success in the application of seniority rules, new problems now facing the labour movement require revision in many seniority concepts. The economic and social challenges of automation had wide-sweeping implications and their most available victim was the older worker.

He said: "I believe seniority concepts must be adapted in such a way that they will help cushion the effects of automation upon the older worker. For some time now I have felt the need to change from the practice of job or department seniority to, at least, plant seniority, and in the case of multi-plant companies, to a company-wide system. It may even be necessary to consider industry-wide seniority, and perhaps, even more important, intra-industry seniority on a geographic basis. All this needs to be done because it is essential to save jobs for the older workers who are less able to adapt or for whom the adaptation process would be an especially difficult one, and for whom mobility is a very grave problem."

Dr. Philip Taft, professor of economics at Brown University, stated that attempts to widen the application of seniority so as to protect older workers were likely to face opposition, not only from employers, but also from workers who were members of the union. Reaction of workers to the application of widened seniority rules was likely to be influenced by the number of workers employed in the plant to which the transfer was to be made.

Retirement

John L. Hawn, Manager, Compensation and Personnel Practices, Monsanto Chemical Company and chairman of the Council's Subcommittee on Criteria for Retirement, submitted a preliminary report on an index for retirement. He explained that an attempt was being made to develop a retirement index which could be used to determine at what age people should retire. Objective criteria, other than age, were needed in arriving at retirement decisions, he said.

Women in High Positions in U.S. Government

Study to determine factors contributing to women executives' rise to positions of authority, and one of all U.S. government executives, make possible some interesting comparisons. Women occupy less than 2 per cent of executive jobs

A study of a representative sample of women executives in the United States Government* to determine the factors that had contributed to their rise to positions of authority, together with a larger survey of all U.S. government executives, provides some interesting comparisons between men and women in the civil service. The 145 women in the sample comprised about 25 per cent of all women in the federal civil service who in 1959 were in "top level positions"; receiving a salary of \$11,355 or more a year.

Although for the previous few years women had made up about a quarter of the federal civil service, in 1959 they held less than 2 per cent of all high executive positions, a proportion considerably higher, however, than at comparable levels in industry. Eighty-eight per cent of the women were in the two lowest grades included in the sample; of the 12 per cent in higher grades only three women were in "political" positions close to the very top.

Where they were—The most promising starting opportunities for women were found to have been in the fields of social security, child welfare, public assistance and vocational rehabilitation, all traditional areas of specialization for women.

More than one out of every three women executives were in two agencies, the Department of Health, Education and Welfare and the Department of Labor. In proportion to their total numbers, women were more highly represented than men in the Departments of State, Justice and Agriculture, and in the Executive Office of the President, and the Civil Service Commission.

Their background—The family, occupational and geographic origins of the women executives showed little significant difference from those of their male counterparts. Nor was there any clear difference between men and women in the percentage of American and foreign born. The women were predominantly from middle and upper middle class families.

Their education—There were some interesting educational differences; for example, two fifths of the women, in contrast

to one quarter of the men, had gone on to receive master's degrees. And a higher proportion of women had proceeded to the doctoral level. The calibre of the universities attended was essentially similar for both sexes.

Their career paths—The greatest number, 61 per cent, of women executives had begun their working life in a profession, more than one quarter of them as teachers. Medicine, law and the behavioural sciences were the fields in which 14 per cent of the women executives had begun. Of those who had begun in the other professions, which accounted for 19 per cent of the total, most had been journalists, public relations people or nurses. Only a few had begun in the natural sciences or engineering. About 25 per cent had begun in the clerical field. Since most women in the civil service are in clerical work, it is obvious that few of them manage to rise above that level.

In moving primarily through the ranks of the professions, women had followed a usual pattern among federal executives. This pattern is a major distinction, however, of the career routes of government executives compared with those in business.

Their mobility—In the search for opportunity, only 2 per cent of the women, in contrast to 13 per cent of the men, had remained in one organization. Nearly three quarters of the women but only a little over half of the men had gained experience in four or more separate organizations.

Their age and marital status—Women executives at all levels were slightly older than is typical of government executives in general. At the highest levels women executives were considerably older than the average.

Two thirds of the women were unmarried, compared with less than 5 per cent of the total of civilian executives.

Why they succeeded—Since the women who have risen to top level positions have done so without exceptional advantages of birth, occupation or geographic origin, the report concludes that energy and singleness of purpose were responsible for their success. They had acquired superior educational qualifications and had shown both tenacity of purpose and a high degree of adaptability in moving from one position to another.

*Women Executives in the American Federal Government, by W. Lloyd Warner, Paul P. VanRiper, Norman H. Martin and Orvis F. Collins. *Public Personnel Review*, October 1962.

INTERNATIONAL LABOUR ORGANIZATION

ILO Committee of Experts on Social Security

During a two-week meeting in December, the ILO Committee of Experts on Social Security concluded that benefits in the case of industrial accidents and occupational diseases should form the object both of a new Convention and a Recommendation, but that any new Convention should be confined to setting forth broad principles and general resolutions and should avoid detailed provisions which would tend to render it rigid and constitute obstacles to wide ratification. The subject is on the agenda of the 1963 Session of the International Labour Conference.

Chairman of the meeting was J. W. Wilford, Deputy Minister of Welfare, Canada.

The Committee pronounced itself in favour of a complete remodelling of Conventions concerning old-age, invalidity and survivors' pensions that were developed before the Second World War, so as to bring the international standards into line with postwar developments of national schemes. The Committee was of the opinion that the new instrument should take the form of a Convention, which may be supplemented by a Recommendation, and should be considered as replacing all the pre-war Conventions.

Committee on Conditions of Work in Fishing Industry

The ILO Committee on Conditions of Work in the Fishing Industry, which met on December 10 to 19, drafted a proposed international instrument concerning accommodation on board fishing vessels, without stating the form such an instrument should take. The Committee includes about 30 government, employer and worker members and technical advisers from countries of chief importance in the fishing industry, namely, India, Japan, Norway, Peru, United States and U.S.S.R.

The proposed instrument has been based on a 1949 Convention concerning Crew Accommodation on Board Ship, which was not made applicable to vessels engaged in fishing.

The Committee adopted a resolution pointing out that fishing vessels have, to all intents and purposes, been excluded from

Social Security Planning

The Committee approached the examination of social security planning and implementation in developing countries by a general discussion on the place of social security within the framework of a general plan for economic and social development and the part it could play as a factor of progress and of social balance.

The experts noted that from a strictly economic viewpoint it may be said that social security measures represent ultimately a fraction of the country's general resources devoted to consumption and that, consequently, could receive only a low degree of priority. The Committee recognized, however, that social security—when properly conceived and co-ordinated—has a favourable influence on increasing the worker's efficiency and stability, which in turn could promote productivity, so contributing to economic progress.

The Committee made a thorough examination of the resolution concerning the expansion of ILO activities for the advancement of social security adopted by the International Labour Conference at its June 1962 session.

international instruments concerning safety of life at sea. It recommended the preparation of an International Code of Practice for dealing with the navigational, operational and occupational aspects of the subject.

The Committee stressed that fishermen were exposed to the risk of industrial accidents and occupational diseases giving rise to the need for medical care and causing loss of income. It set forth certain principles to ensure full protection of fishermen in cases of industrial accidents and occupational diseases. The Committee also invited the ILO Governing Body to put these principles before the International Labour Conference when it discusses, at its 1963 session, benefits in the case of industrial accidents and occupational diseases.

TEAMWORK in INDUSTRY

David Archer, President of the Ontario Federation of Labour, told the recent Labour-Management Committee Conference in Kitchener, Ont., that any management man who says unions are not interested in Canada's economic future is as stupid and uninformed as a union member who says management isn't interested in Canada's economy.

Mr. Archer was most emphatic about the extent of assistance that labour is ready to provide to promote this country's welfare—but he insisted that co-operation between labour and management must be the equal participation of equal parties. "We realize that if we are to survive in this highly competitive world we must work together. This is a fight for economic survival and working people have a real stake in this struggle," he said.

Mr. Archer pointed out that most people cite Sweden as the successful middle way between totalitarian communism and uncontrolled capitalism. He suggested that Sweden's success is due in no small part to the fact that its work force is 90 per cent organized so that labour speaks with authority. "This is what I mean by co-operation between equals," he said.

The speaker urged the conference delegates to remember that there was everything to gain by such co-operation. "It is the kind of co-operation the federal Government has been trying to encourage for years at the plant level through its labour-management committees," he said.

During one of the three panel discussions, Otto W. Klinck, industrial relations manager of Naugatuck Chemicals Ltd., Elmira, Ont., stated that rather than usurp management rights and functions, labour-management committees help management to perform its functions.

Mr. Klinck's observation was supported by Matthew K. Carson, Toronto, national executive board member of the Canadian Brotherhood of Railway, Transport and General Workers. Mr. Carson also lamented the fact that, except where a plant has a labour-management committee, employer and employees are "almost strangers" when they sit down to negotiate their collective bargaining agreement. He recommended that senior management representatives should serve on LMCs so that decisions

could be reached and action taken on those decisions.

Another union spokesman, Frank Benn, Kitchener district representative of the United Packinghouse Workers of America, stated that joint consultation committees help break down the mistrust that often exists between labour and management. "Very few union bargaining committees are prepared to accept at face value the statements made by management over the bargaining table. The exceptions are where there is an active labour-management committee at work," he said.

Gordon Braniff, personnel manager at Collingwood Shipyards, pointed out that morale is always seriously affected when a new man walks in. "We should be open to change—ready to recognize that change in oneself is slow," he recommended.

Murray Cotterill, Canadian publicity director for the United Steelworkers of America, claimed that in some areas management still denies workers the right to organize into trade unions. He urged that a more active interest be shown toward labour-management committees by "top management above the personnel manager level."

One management spokesman, Harold Swanson of Silverwood Dairies, Woodstock, Ont., suggested that employee ideas be "given a whirl" even if management thinks they'll be too costly or won't work.

Charles Weir, Kitchener, bargaining committee chairman of the Canadian Brotherhood of Railway, Transport and General Workers, representing Public Utilities Commission transportation employees, reported PUC's labour-management committee had done away with much dissatisfaction.

On the subject of plant communications, Fred Thwaites, personnel manager of Somerville Industries Ltd., London, Ont., stated his company is a firm believer that "an informed employee is a better employee," and strongly recommended the use of LMCs as a two-way communications medium between labour and management.

Leonard Bruder of Kitchener, international representative of the United Rubber Workers of America, observed that the attitudes of union people are largely determined by management through the relations management has with its employees.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during December. The Board issued four certificates designating bargaining agents, ordered two representation votes, rejected one application for certification, and granted one application for revocation of certification. During the month the Board received three applications for certification and two applications for revocation of certification.

Applications for Certification Granted

1. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of employees in various clerical and manual classifications employed by the Canadian National Railways, Montreal, Que. (L.G., Sept. 1962, p. 1033). The Order of Railroad Telegraphers, the Brotherhood of Maintenance of Way Employees and the International Longshoremen's Association had intervened. (See story below).

2. Teamsters, Chauffeurs, Warehousemen and Helpers Local No. 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of mail truck drivers employed by Rod Service (Ottawa) Limited, Ottawa, Ont. (L.G., Jan., p. 47).

3. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed aboard the S.S. *Dolomite* by Law Quarries Transportation Limited, Port Colborne, Ont. (L.G., Jan., p. 47).

4. District 50, United Mine Workers of America, Local 13946, on behalf of a unit of building cleaners and maintenance men employed by Central Mortgage and Housing Corporation at its Cloverdale Park Project in Pierrefonds, Que. (received during month).

Representation Votes Ordered

1. International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), Local 698,

applicant, and Compagnie Nationale Air France, Montreal, Que., respondent (reservations agents) (L.G., Jan., p. 46) (Returning Officer: R. L. Fournier).

2. P. G. Robertson, H. R. Douglas, *et al*, applicants, Trans-Canada Air Lines, Montreal, Que., respondent, and International Association of Machinists, respondent. The Board ordered a vote following consideration of an application for revocation of certification affecting a unit of production planners (L.G., Jan., p. 47) (Returning Officer: R. L. Fournier).

Application for Certification Rejected

Taggart Employees Association, applicant, and Taggart Service Limited, Ottawa, Ont., and Inaerco Limited, Perth, Ont., respondents (L.G., Jan., p. 47). The application was rejected for the reason that the applicant failed to establish to the satisfaction of the Board that any of the employees affected were members in good standing in accordance with the provisions of Section 15 of the Board's Rules of Procedure. In the Board's view they had not paid on their own behalf the Association's application or admission fee in an amount at least equal to one month's dues.

Application for Revocation Granted

The Board granted an application for revocation of certification affecting Gerald Franklyne, Eric Armstrong, *et al*, applicants, Tippet-Richardson (Ottawa) Limited, respondent, and Canadian Brotherhood of Railway, Transport and General Workers, respondent (received during month).

Applications for Certification Received

1. District 50, United Mine Workers of America, Local 13946, on behalf of a unit of building cleaners and maintenance men employed by Central Mortgage and Housing Corporation at its Cloverdale Park Project in Pierrefonds, Que. (Investigating Officer:

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

R. L. Fournier) (see "Applications for Certification Granted," above).

2. District 50, United Mine Workers of America, Local 13946, on behalf of a unit of drivers and warehousemen employed by McClure Transport Ltd., Edmundston, N.B. (Investigating Officer: H. R. Pettigrove).

3. General Truck Drivers Local Union No. 879, General Truck Drivers Local Union No. 938, and Teamsters, Chauffeurs, Warehousemen and Helpers Local No. 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Motorways (Ontario) Limited, Rexdale, Ont. (Investigating Officer: A. B. Whitfield).

Applications for Revocation Received

1. Gerald Franklyne, Eric Armstrong, *et al*, applicants, Tippet-Richardson (Ottawa)

Limited, respondent, and Canadian Brotherhood of Railway, Transport and General Workers, respondent. The application was for the revocation of the certification issued by the Board on November 14, 1960, to the Canadian Brotherhood of Railway, Transport and General Workers in respect of a unit of employees of the company (L.G. 1961, p. 43) (see "Application for Revocation Granted," above).

2. Lucien Jarraud, Germaine Buteau, *et al*, applicants, CJMS Radio Montreal Limited (formerly La Bonne Chanson Inc.), respondent, and the National Association of Broadcast Employees and Technicians, respondent. The application was for the revocation of the certification issued by the Board on October 7, 1955, in respect of a unit of employees of the company employed at Radio Station CJMS (L.G. 1955, p. 1382).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Ontario confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

CLRB Certifies Bargaining Agent for 19,900 CNR Clerks

The Canada Labour Relations Board on December 28 issued certification to the Canadian Brotherhood of Railway, Transport and General Workers as the bargaining agent for a unit of employees of the Canadian National Railways comprising clerical employees (including stenographers and operators of office equipment) and a wide variety of classifications of manual workers, located in all provinces except Newfoundland. The Board had held an all-day hearing of the case on November 14, after which it reserved judgment.

The application for certification affected one of the largest groups of workers ever involved in a representation case before the Canada Labour Relations Board since the inception of the Industrial Relations and Disputes Investigation Act in 1948. The case arose as a result of the extensive reorganization upon which the Canadian National Railways has embarked and is still engaged with a view to realigning its field management units into eighteen areas under five regional headquarters.

The Board's decision affected approximately 19,930 employees of the railway, most of whom were members of long standing in the applicant Brotherhood, and who had been represented in collective bargaining by the Brotherhood under four separate collective agreements.

The certification order gave to the applicant organization for the first time bargaining rights with respect to some 596 employees previously represented by the Order of Railroad Telegraphers, which union was an intervener in the proceedings. This group of employees were, generally speaking, employed in job classifications normally covered by collective agreements

held by the Canadian Brotherhood of Railway, Transport and General Workers. This group, usually referred to as "assistants" in railroad parlance, consists mainly of clerks, cashiers, ticket clerks, assistant agents, shedmen, and the like, employed in small or medium-sized stations.

The Board's order, however, excluded from the Brotherhood's bargaining unit, among others, those employees on the entire CNR system who exercise train order skills and who handle telegraph message traffic, and who make up the main bulk of employees represented in collective bargaining by the Order of Railroad Telegraphers.

In addition, the newly created bargaining unit takes in some 456 employees not previously represented by any trade union.

Other intervening organizations in the proceedings were the Brotherhood of Maintenance of Way Employees and the International Longshoremen's Association. Evidence presented to the Board indicated that the CBRT application for certification did not affect the membership or bargaining rights of these two unions. Where clarification seemed necessary, however, the Board directed minor amendments in the wording of the description of the bargaining unit in order to remove possible areas of doubt.

In issuing the decision the Board told the parties that it wanted the officers of the Canadian Brotherhood of Railway, Transport and General Workers, the Order of Railroad Telegraphers and the Canadian National Railways to meet together and make every effort to implement the decision in a manner that would serve the best interests of the employees affected.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During December 1962, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Capital Window Cleaners Limited (Halifax International Airport) and Local 506 of the Building Service Employees' International Union (Conciliation Officer: D. T. Cochrane).

2. Canadian National Hotels, Limited (Newfoundland Hotel, St. John's) and Local 779 of the Hotel and Restaurant Employees'

and Bartenders' International Union (Conciliation Officer: W. L. Taylor).

3. Alaska Cruise Lines, Limited, Vancouver, and Seafarers' International Union of Canada (Conciliation Officer: D. S. Tysoe).

Settlements Reported by Conciliation Officers

1. Northern Wings Limited, Sept-Îles, Que., and Lodge 767 of the International Association of Machinists (Conciliation Officer: C. E. Poirier) (L.G., Jan., p. 48).

2. National Harbours Board (Port Colborne Grain Elevator) and Port Colborne Grain Elevator Workers Union, Local 1015, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: T. B. McRae) (L.G., Oct. 1962, p. 1149).

3. Viking Tugboat Co. Ltd., Vancouver, and Marine Engineers Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. R. Currie) (L.G., July 1962, p. 835).

4. Vancouver Barge Transportation Limited and Marine Engineers Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. R. Currie) (L.G., July 1962, p. 836).

Conciliation Board Appointed

The Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont., and Brotherhood of Railroad Trainmen (L.G., Oct. 1962, p. 1149).

Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in December 1962 to deal with a dispute between The Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont., and Brotherhood

of Railroad Trainmen (see above) was fully constituted in December 1962 with the appointment of W. H. Dickie of Toronto as Chairman. Mr. Dickie was appointed by the Minister on the joint recommendation of the other two members of the Board, R. V. Hicks, Q.C., of Toronto, and the Honourable A. W. Roebuck, Q.C., of Ottawa, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in November 1962 to deal with a dispute between Canadian National Hotels Limited (Chateau Laurier Hotel, Ottawa) and Canadian Brotherhood of Railway, Transport and General Workers (L.G., Jan., p. 48) was fully constituted in December 1962 with the appointment of W. H. Dickie of Toronto as Chairman. Mr. Dickie was appointed by the Minister on the joint recommendation of the other two members of the Board, R. V. Hicks, Q.C., and C. H. Millard, both of Toronto, who were previously appointed on the nomination of the company and union, respectively.

Settlement Reached before Board Constituted

Pacific Western Airlines Limited, Vancouver, and Canadian Air Line Pilots Association (L.G., Oct. 1962, p. 1149).

Jamaica Becomes 105th ILO Member Country

Jamaica, which was admitted to the United Nations on September 18, 1962, became a member of the International Labour Organization late in December.

In a letter to David A. Morse, Director-General of the International Labour Office, Alexander Bustamante, Prime Minister and Minister of External Affairs of Jamaica, declared his government's formal acceptance of the obligations of the Constitution of the International Labour Organization. This is the only requirement for countries who are U.N. members.

The letter also stated that Jamaica remains bound by the obligations of 15 International Labour Conventions the provisions of which had previously been accepted on behalf of Jamaica by the United Kingdom. In addition, the Government of Jamaica undertakes to continue to apply all other Conventions previously ratified by the United Kingdom and whose provisions are fully applied in Jamaica.

The admission of Jamaica brings to 105 the number of ILO member countries.

CORRECTION—The item at the bottom of Column 2, page 1236 of the November 1962 number was not entirely correct. The unions that remain in the Brandon Union Group (not the "Brandon Hall Group" as stated) are a local of the Carpenters and two locals, plasterers and cement masons (not United Cement Workers' Union), of the Operative Plasterers' and Cement Masons' International Union.

LABOUR LAW

Legal Decisions Affecting Labour

Supreme Court of Canada upholds B.C. Labour Relations Board's certification of successor union. Manitoba Court of Appeal rules on effect of Section 46A of Manitoba Labour Relations Act. Saskatchewan appeal court upholds provincial certification order affecting company under contract to federal corporation

The Supreme Court of Canada, allowing an appeal from the British Columbia Court of Appeal, ruled that the Labour Relations Board had power under Section 65 (2) of the Labour Relations Act to vary a certification order by naming a successor union as a bargaining agent without compelling decertification and certification proceedings under Sections 10 and 12 of the Act.

In Manitoba, the Court of Appeal, in answering questions submitted by the Lieutenant-Governor in Council regarding Section 46A of the Manitoba Labour Relations Act, held that trade unions and employers' organizations would not be liable for damages for unauthorized or unsanctioned acts of their members in breach of the Act or a collective agreement. It would be open to the courts to determine, however, considering the facts and circumstances of each case, whether or not conduct in breach of the Act or a collective agreement was authorized, aided or abetted by an employers' organization or a trade union.

In Saskatchewan, the Court of Appeal upheld a certification order issued by the Saskatchewan Labour Relations Board regarding the employees of a company under contract to a federal Crown corporation, holding that, as the company's activities did not constitute an integral part of, or were necessarily incidental to, the work of the Crown corporation, they did not fall within the jurisdiction of the Canada Labour Relations Board under the I.R.D.I. Act.

Supreme Court of Canada...

...rules Board may vary certification order by substituting successor union as bargaining agent

On November 14, 1962, the Supreme Court of Canada, allowing an appeal from a judgment of the British Columbia Court of Appeal, held that under the B.C. Labour

Relations Act the Labour Relations Board has power to substitute in a certification order a new union for unions which the former has succeeded in substance and interest.

In July 1952, nine locals of the Fruit and Vegetable Workers Union were certified for a unit employed by 23 employers in 30 plants in the fruit and vegetable packing industry in the Okanagan Valley. Later, the unions changed their name and merged with a new union—the B.C. Interior Fruit and Vegetable Workers Union, Local No. 1572. Then Local 1572 requested the Labour Relations Board to change the name in the certification order from locals of the old union to that of the new union. The application stated that the reason for application was "merger and change of name."

Regulation 9 (a), made under the authority of Section 63 of the Labour Relations Act, provides a procedure on applications to the Board under Section 65 (2) of the Act where a trade union desires a change of name on a certificate due to merger or other circumstances. The Board, being satisfied that the employees in the unit desired the requested change, issued, in May 1959, a "Variation of Certificate" order by which the certification order of July 1952 was varied by deleting the names "Fruit and Vegetable Workers Unions, Locals Nos. 1, 2, 3, 4, 5, 6, 8, 9 and 11" and inserting in their place the name "B.C. Interior Fruit and Vegetable Workers Union, Local No. 1572."

Oliver Co-operative Growers Exchange, one of the companies involved, challenged the petition before the Board, contending that the petition involved not a mere change of name of a continuing entity, but the substitution of one entity for another as the bargaining representative for the unit; it submitted that this could be done only under

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Sections 10 and 12 of the Act by proceedings for decertification of the appointed entity and certification of the new. Later the company moved for a writ of *certiorari* to quash the varying order on the ground that the Board had acted without jurisdiction.

Mr. Justice Brown of the British Columbia Supreme Court dismissed the motion and upheld the Board's order on the ground that, under Section 65 (2), the Board had jurisdiction to vary a certificate by substituting one union for another without going through the process of decertification and certification under Sections 10 and 12 of the Act (L.G., Jan. 1962, p. 76).

On appeal, the British Columbia Court of Appeal, by a majority decision, quashed the Board's order and held that the sections of the Act dealing with certification were special provisions of mandatory character and, as such, the Board could not detract from them by using its general powers (L.G., July 1962, p. 859).

In the Supreme Court of Canada, Mr. Justice Judson, in his reasons for judgment, stated that the issue before the Court was to decide whether the Board had power to vary the certification order in question under Section 65 (2) of the Act, which reads:

S. 65 (2). The Board may, upon the petition of any employer, employers' organization, trade union, or person, or of its own motion, reconsider any decision or order made by it under this Act, and may vary or revoke any such decision or order.

Further, Mr. Justice Judson noted that the majority in the Court of Appeal held that the Board's power under Section 65 (2) and Reg. 9 (a) was limited to the substitution of a new name for an old one and that the word "vary" in Section 65 (2) could not support the substitution of another union for that set out in a certificate of bargaining authority. That would amount to a new and different certification, a replacement of one union by another, a change that could be brought about only by following the procedure laid down by Sections 10 and 12. The decision of the Court of Appeal was that Local 1572, being a new union, should have applied for certification and not variation of an existing certificate and that variation of a certificate in the circumstances of this case was beyond the powers of the Board.

Also, Mr. Justice Judson noted that the judge of first instance and Mr. Justice Davey in the Court of Appeal were of a contrary opinion and held that the Board had jurisdiction under Section 65 (2) of the Act. And this, in his opinion, was the correct view to take of the Act.

The gist of the decision of Mr. Justice Davey, with which Mr. Justice Judson fully agreed, was that it was unnecessary to proceed under Sections 10 and 12 and that the certification procedures under these sections were appropriate when a union seeks initial certification or contending unions seek certification, but not in the case of a successor union resulting from a merger or reorganization. Further, Mr. Justice Davey held that Section 65 (2) conferred upon the Board an entirely independent power to vary or revoke a former order in appropriate circumstances and that this included power to deal with cases not specifically provided for by the Act and which were outside the ordinary operation of Sections 10 and 12.

In Mr. Justice Judson's opinion, this recognition of a plenary independent power of the Board under Section 65 (2) was supported by two prior decisions, that of Mr. Justice Clyne on the British Columbia Act in *In Re Hotel and Restaurant Employees' International Union* (L.G. 1954, p. 561), and that of Chief Justice McRuer and the Court of Appeal in *Reg. v. Ont. Labour Relations Board; Ex parte Genaire Ltd.*, (L.G. 1958, p. 1291 and L.G. 1959, p. 738), where the corresponding section of the Ontario Labour Relations Act was considered.

In his view, it was a very necessary power to enable the Board to do its work efficiently and the case under review afforded an illustration of the need for it. Employees in a certain industry, organized in nine locals, decided to combine in one local of a new union, performing the same function as the fragmented union and presenting a continuity of interest, property, management, representation and personnel. When the Board received an application by a successor union, no useful purpose would be served by compelling decertification proceedings for the nine old locals and an application for certification of the new local 1572 when all this could be done on notice to the interested parties under Section 65 (2). The essential problem before the Board was one of representation of a group of employees; Local 1572 was a new and different association of employees but it was a successor union. In the decision of the Board, there was no error in either fact or law on the face of the record. The matter was entirely for the Board's consideration within the exercise of its powers under Section 65 (2) of the Act.

Finally, Mr. Justice Judson did not accept a suggestion that Reg. 9 (a) was an attempt by the Board to extend its jurisdiction beyond the Act. Section 65 (2) gives the Board power to vary or revoke any decision

or order. All that Reg. 9 (a) said was that the Board would consider the exercise of this power where "due to merger or other circumstances" a certified trade union changes its name from that which appears on the certificate. This, in Mr. Justice Judson's opinion, was not an attempt to legislate by way of regulation in a manner not authorized by the Act.

The Supreme Court, in a unanimous decision, set aside the judgment of the Court of Appeal, restored the judgment of the British Columbia Supreme Court, and upheld the validity of the Labour Relations Board's order varying the original order of certification. *Oliver Co-operative Growers Exchange v. Labour Relations Board and Okanagan Federated Shippers Association and B.C. Interior Fruit and Vegetable Workers Union, Local 1572*, (1962), 40 W.W.R., Part 6, p. 333.

Manitoba Court of Appeal...

...holds unions and employers' organizations not liable for damages for members' unauthorized acts

On October 19, 1962, in a reference under An Act for expediting the Decision of Constitutional and other Provincial Questions, the Manitoba Court of Appeal held that Section 46A (1) and (2) of the Manitoba Labour Relations Act does not impose liability for damages on an employers' organization or a trade union for unauthorized or unsanctioned conduct of its members in breach of the Act or a collective agreement.

In 1962, the Manitoba Legislature enacted Section 46A of the Labour Relations Act, but stipulated that it should only come into force on a day fixed by proclamation.*

The provisions of Section 46A are as follows:

S. 46 A (1) Any employers' organization, trade union, employer, employee, or person who,

- (a) does, or authorizes, or aids or abets the doing of anything prohibited under this Act; or
- (b) fails to do anything required to be done under this Act; or
- (c) authorizes, or aids or abets in the failure to do anything required to be done under this Act;

is liable for general or special damages, or both, to anyone who is injured or suffers damage by the act or failure.

(2) A party to a collective agreement or any employer, employers' organization, or a trade union, that is bound by a collective agreement, who or which is in breach thereof, is liable for general or special damages, or both, and may be sued by any other party thereto or person bound thereby who is injured or suffers damage as a result of the breach.

*Section 46A was proclaimed in force February 1, 1963.

(3) For the purposes of suing or being sued as permitted under this Act, employers' organizations and trade unions are legal entities capable of suing or being sued.

Pending proclamation of this section, the Lieutenant-Governor in Council submitted to the Court a reference concerning the interpretation of Section 46A.

The questions submitted to the Court were:

1. Does Subsection (1) of Section 46A ... impose liability for damages on an employers' organization or trade union for the conduct of any member ... which constitutes a breach of the said Act where such conduct was not authorized by the employers' organization or trade union or where the employers' organization or trade union did not aid or abet such conduct?
2. Does Subsection (2) of said Section 46A ... impose liability on an employers' organization or trade union with respect to a breach of a collective agreement made pursuant to the said Act where such breach is committed by a member of the employers' organization or of a trade union without the sanction of the said employers' organization or trade union?

Mr. Justice Freedman, in his reasons for judgment, stressed the Court's difficult position in interpreting legislation which was not yet in force and in dealing with the questions in the abstract without a background of facts against which the legislation might be considered. He thought that the absence of facts was not a small matter, because whether or not a particular act or omission was "authorized" depended on the facts and circumstances of each case. The common law contains an extensive jurisprudence on the question of the liability of a principal for the act or omission of his agent. If the proposed legislation came into force, Mr. Justice Freedman added, there might well be cases in which controversy would exist as to whether some specific conduct of a member was "authorized" by an employers' organization or trade union, as the case might be. Such controversy would have to be resolved on the facts of each case, considered in the light of the legal principles applicable thereto. For that purpose, resort to the common law would be legitimate and the court would have to determine whether the conduct was or was not authorized.

However, question No. 1 as submitted to the Court assumed that all issues of fact or of law as to whether conduct was authorized by the principal or aided or abetted by it had already been resolved and answered in the negative.

That being so, the Court's answer was sought as to whether Subsection (1) of Section 46A imposed liability on an employers' organization or trade union in cases

where the doing of the prohibited act was neither authorized by the employers' organization or trade union nor aided or abetted by it. In other words, the question simply asked the Court whether the statute meant what it said. In Mr. Justice Freedman's opinion, the statute meant what it said and, accordingly, in the circumstances defined by the question, there would be no liability on the employers' organization or trade union.

Mr. Justice Freedman observed that, when the question referred to the Court said that the conduct was not authorized, one was justified in assuming that neither was it ratified after the event. At common law, he added, a principal or master may sometimes be held liable for an "unauthorized" act of his agent or servant. Under Section 46A, however, vicarious liability on a principal—whether an employers' organization or a trade union—could arise only if the conduct was authorized by the principal or aided or abetted by it.

Further, Mr. Justice Freedman reiterated that if the section should come into force and a case under it should arise, it would be open to the court to determine on the facts whether the conduct was authorized by the employers' organization or trade union, or aided or abetted by it. If it found that to be the case, the court could then hold the employers' organization or trade union liable.

Regarding question No. 2, whether Section 46A (2) imposed liability on an employers' organization or trade union with respect to a breach of a collective agreement where such breach was committed by a member of the employers' organization or of a trade union without the sanction of the employers' organization or trade union, Mr. Justice Freedman was of the opinion that conduct which is unsanctioned by an employers' organization or trade union was the same as conduct which is neither authorized by an employers' organization nor aided or abetted by it, and the reasoning applicable to Question No. 1 applied to Question No. 2 as well.

Mr. Justice Freedman's answer to both questions was in the negative.

Mr. Justice Guy, in his reasons for judgment, noted that the significant portion of the new Section 46A is subsection (3), which makes trade unions and employers' organizations legal entities capable of suing or being sued. This status of a legal entity is only "For the purposes of suing or being sued as permitted under this Act . . ." which, in his opinion, was a more restricted status than that of a commercial corporation or comparable legal entity. Counsel for the

Attorney-General and employers' associations argued that, given a legal entity, unless an act of a member is authorized, aided, abetted, or sanctioned, the trade union or employers' organization cannot be fixed with liability for damages.

Counsels for the labour councils expressed the hope that the Attorney-General's views were correct but they were concerned with the problems involved in the expressions: "does . . . anything prohibited under this Act . . . or fails to do anything required to be done under this Act." It was argued in this respect that a trade union, as such, is in its nature "amorphous" and it is difficult to state with definitive accuracy whether or not a member of a union is the servant or agent of the union. At common law a principal may, in some circumstances, be liable for the unauthorized act of the agent, and concern was voiced that, as a legal entity, a trade union at common law might find itself in the same position. Also, in the case of a master and servant relationship, a similar result might ensue.

Mr. Justice Guy was of the opinion that mere membership in a trade union does not, *per se*, make that member a servant or agent of the union any more than a shareholder in a corporation is automatically the servant or agent of the corporation for any particular purpose. Members of a union and shareholders of a corporation exist at all times, but the legal questions relating to master and servant, or principal or agent, do not arise unless circumstances are such that the relationship is created.

The "legal entity" established by Subsection (3) of Section 46A, Mr. Justice Guy continued, can do things only through servants or agents. Whether or not the relationship of master and servant or principal and agent exists is, of course, not subject to any inflexible rule but depends upon circumstances surrounding each particular case and, in his opinion, neither of these relationships was involved in the questions submitted. Further, he added that in his view the word "does" implied authorization, and a proper concept of the verb "to do," so far as the statute in question was concerned, embraced authorization, aiding, abetting, and sanctioning.

In Mr. Justice Guy's opinion, both questions submitted to the Court should be answered in the negative.

Finally, Mr. Justice Guy added that the word "authorization" meant "in fact authorized." Whether or not a union has authorized, aided, abetted, or sanctioned an act by one of its members or, by tacit agreement amounting to acquiescence, or

ratification, has done so, is always a question of fact for the unfettered consideration of the court in each case.

The Court unanimously answered both questions in the negative and held that trade unions and employers' organizations are not liable under Section 46A for damages for unauthorized or unsanctioned acts of their members in breach of the Labour Relations Act or a collective agreement. *Reference re Labour Relations Act, S. 46A*, (1962), 40 W.W.R., Part 6, p. 354.

Saskatchewan Court of Appeal...

...rules that company under contract to work for federal corporation not subject to I.R.D.I. Act

On July 13, 1962, the Saskatchewan Court of Appeal dismissed an application to quash a certification order issued by the Saskatchewan Labour Relations Board and held that the fact that a company was under contract to a Crown corporation declared to be a work for the general advantage of Canada, and hence exclusively under federal jurisdiction, was not of itself sufficient to bring its activities under federal jurisdiction. In the absence of any material showing that the company's activities constituted an integral part of or were necessarily incidental to the work of the Crown corporation, it could not be said that the provincial Labour Relations Board erred in assuming jurisdiction to certify the respondent union as bargaining agent.

Eldorado Mining and Refining Limited, a Crown corporation of the Dominion of Canada, operates a mining and drilling plant at Eldorado, Sask., for the purpose of producing, refining and treating uranium. The company was incorporated pursuant to the provisions of the Atomic Energy Control Act and, by Section 18 of the Act, was declared to be a work for the general advantage of Canada. Thus, by virtue of Section 92 (10) (c) of the B.N.A. Act, exclusive jurisdiction over the company rests with the Parliament of Canada and its labour-management relations are under the federal Industrial Relations and Disputes Investigation Act (Section 53 (g)).

Bachmeier Diamond and Percussion Drilling Co. Ltd., the appellant company, was under contract to Eldorado to do core and percussion drilling in the mine of Eldorado for the purpose of developing the known and exploring the unknown bodies of uranium ore.

Local 913 of the Beaverlodge District of Mine, Mill and Smelter Workers' Union applied to the Saskatchewan Labour Relations Board to be certified as the bargaining agent for the employees of the Bachmeier Diamond Company. The Board, in an order

dated February 22, 1962, decided that diamond drillers, including runners and helpers employed by the company, constituted an appropriate unit of employees for the purpose of bargaining collectively and that the local union represented a majority of the employees in the unit, and ordered the company to bargain collectively with the union.

The company applied to the Court, in *certiorari* proceedings, to quash the certification order. The application was based on the grounds that the Saskatchewan Board was without jurisdiction to make the order because of the provisions of Sections 91 and 92 of the B.N.A. Act and because the work being done by the company had been declared to be work for the general advantage of Canada, and because of Section 53 (g) and other provisions of the Industrial Relations and Disputes Investigation Act.

The judgment of the Court was rendered by Mr. Justice Culliton, who noted that when the application for certification was made, the Saskatchewan Board had jurisdiction to determine whether the jurisdiction to certify the bargaining agent for the employees of the company lay with it or with the Board constituted by the I.R.D.I. Act. This was a decision, however, collateral to the merits of the application and upon which the Board's jurisdiction depended. That being so, Mr. Justice Culliton continued, the decision upon that preliminary question was open to review by a superior court, as the Board could not give itself jurisdiction by a wrong decision on this collateral matter. Moreover, in such review, the Court was entitled to look at the evidence taken before the Board and such additional evidence as it deemed relevant and admissible.

In Mr. Justice Culliton's view, if it could be said that the employees of the drilling company were employed upon or in connection with the operation of any work, undertaking or business of Eldorado Mining and Refining Limited, then jurisdiction to certify the union in question would rest with the Board constituted under the Dominion legislation and not with the Board constituted by the Saskatchewan Trade Union Act.

When the application for certification was made, the managing director of the drilling company contested the application, claiming that the operation of his company was under federal jurisdiction. He advised the Board that the work conducted by his company was underground diamond and percussion drilling under the direct supervision of the Eldorado Company. Later, in his affidavit before the Court, he elaborated on the

relationship of his company with Eldorado and referred to an agreement of December 13, 1961 between himself and the Eldorado Company by which he was required to do core and percussion drilling in the Eldorado mines for the purpose of developing and exploring bodies of uranium ore. Further, in the same agreement, he assigned with the approval of the Eldorado Company all his interest in the agreement to the drilling company in question.

After reviewing the available evidence, Mr. Justice Culliton held that the evidence established only that the drilling company was under contract to Eldorado to do core and percussion drilling in the mine of Eldorado. The fact that the company was under contract to Eldorado was not of itself sufficient to bring the activities of that company under federal jurisdiction.

To be subject to federal jurisdiction, the work of the company must form an integral part of or be necessarily incidental to the work, undertaking or business of Eldorado. This was made clear in the judgment of the Supreme Court of Canada in *Reference re Validity of Industrial Relations and Disputes Investigation Act* (L.G. 1955, p. 952).

Consequently, the question before the Court was, did the evidence establish that the work of the company constituted an integral part of, or was necessarily incidental to the work, undertaking or business of, Eldorado?

In Mr. Justice Culliton's opinion, it did not. Eldorado Company was incorporated for the purpose of producing, refining and treating uranium ore. There was nothing in the evidence to show that diamond and percussion drilling done by the drilling company was either an integral part of, or necessarily incidental to, the producing, refining or treatment of uranium ore. On the evidence available, the work of the drilling company was not such as to bring it within the ambit of the federal legislation or to say that the Saskatchewan Board erred in its decision.

The Court dismissed the application to quash the Saskatchewan Labour Relations Board's certification order. *Bachmeier Diamond and Percussion Drilling Co. Ltd. v. Beaverlodge District of Mine, Mill and Smelter Workers' Local Union Number 913*, (1962), 35 D.L.R. (2d), Parts 3 and 4, p. 241.

Recent Regulations under Provincial Legislation

Ontario issues detailed safety rules for construction hoists; New Brunswick sets minimum rates for garment workers; Newfoundland lists designated trades

In Ontario, comprehensive regulations were issued under the Construction Hoists Act, 1960-61, prescribing the qualifications of inspectors, hoist operators and attendants, and laying down detailed safety standards for construction hoists.

In New Brunswick, a minimum wage order for the garment industry set a minimum wage of 60 cents an hour for experienced workers, and of 50 cents for employees with less than nine months experience in the industry.

Other regulations dealt with apprenticeship trades in Newfoundland, and with hours of office and shop employees in smaller places in Saskatchewan.

New Brunswick Minimum Wage Act

A recent order of the New Brunswick Minimum Wage Board set a minimum wage of 60 cents an hour for experienced garment workers, and of 50 cents for persons with less than nine months employment in the garment industry. Formerly, women in the industry were subject to the general minimum order for women, which sets a

minimum rate of 60 cents an hour with no provision for learners' rates, and there was no minimum rate established for male workers.

The new order covers all work in connection with the manufacturing of wearing apparel except footwear and headgear.

The new minimum rates are based on a work week of 48 hours or less. Experienced workers must receive at least 90 cents an hour for all time worked in excess of 48 hours in a week. The minimum overtime rate for inexperienced garment workers is 75 cents an hour.

All employees in the garment industry must be paid at least twice a month.

The order went into effect on January 1, and will remain in force until January 1, 1964.

Newfoundland Apprenticeship Act

In Newfoundland, the Provincial Apprenticeship Board has declared the following as designated trades for the purposes of the Apprenticeship Act, 1962: auto body repairer; bricklayer and mason; bricklayer

and mason (pulp and paper mill); carpenter; carpenter (mining); carpenter (pulp and paper mill); diesel electric locomotive engineer (mining); diesel electric operating engineer; draftsman (pulp and paper mill).

General electrician; electrician (mining); electrician (power company); electrician (pulp and paper mill); electrician armature winder (mining); electrician linesman (mining); electrician—Harland drive (pulp and paper mill).

Forestry maintenance mechanic (pulp and paper mill); instrument mechanic (pulp and paper mill); joiner; linesman (power company); machinist; machinist (mining); machinist (power company); machinist (pulp and paper mill); maintenance mechanic (mining); maintenance mechanic (pulp and paper mill); millwright (pulp and paper mill); millwright (cement plant).

Motor vehicle repairer; motor vehicle—diesel repairer (mining); motor vehicle—diesel repairer (pulp and paper mill); operator (power company); painter (pulp and paper mill); patternmaker (pulp and paper mill).

Pipefitter (mining); pipefitter (pulp and paper mill); plumber; plumber—domestic and plant (mining); sheetmetal worker; sheetmetal worker (mining); sheetmetal worker (pulp and paper mill); stationary operating engineer; welder (mining); and welder—iron worker (pulp and paper mill).

Ontario Construction Hoists Act, 1960-61

Ontario's first general regulations under the Construction Hoists Act, 1960-61 (L.G. 1961, p. 1232), were gazetted December 1 as O. Reg. 311/62. They came into force December 11. This Act, proclaimed November 19, 1962 and amended in 1962, is the first provincial statute dealing exclusively with the safe operation of hoists used in the construction, alteration, maintenance or demolition of buildings and other structures.

The Act makes the Department of Labour responsible for inspection, with some assistance from municipal inspectors. It prohibits the installation or major alteration of a construction hoist without prior approval of the departmental inspectorate, including approval of drawings and specifications if the hoist is used for hoisting or lowering men.

A hoist must be inspected before it is put into operation, except that the Chief Inspector of the Elevator Inspection Branch may give permission for the temporary operation of a materials hoist until inspection. Semi-annual inspections are required thereafter.

No user of a construction hoist may permit it to be operated without a licence.

Licences are valid for 12 months, unless suspended or cancelled by the Chief Inspector. There is provision for an appeal to the Minister from an inspector's direction, or from the refusal of the Chief Inspector to grant a licence.

The construction hoists regulations classify construction hoists as materials hoists and workmen's hoists, and prescribe the standards that must be observed with respect to their location, design, use, operation, maintenance, and construction. They lay down requirements as to the form and substance of the drawings and specifications that must be submitted for departmental approval, and requirements concerning notification to the Department of proposed installations and alterations.

The regulations prescribe the form and location of notices and markings that owners must keep in or about hoists; govern the conduct of persons in or about such hoists; provide for the issue, renewal, transfer and suspension of licences; and prescribe fees.

The qualifications required of persons who may be appointed as inspectors and of hoist operators and attendants, are also set out in the regulations.

The Chief Inspector may, on application, grant a hoist licence or permit the transfer of a licence, if he has no reason to believe that the hoist does not comply with the Act and the regulations, or that it will be operated in an unsafe manner, subject to certain additional conditions in regard to transfers.

Suspension of Hoist Licence

The Chief Inspector may suspend a hoist licence if he has reason to believe that: The hoist is being operated in contravention of the Act or regulations; a major alteration of the hoist has been started; the licensee is in arrears exceeding 14 days for any fee or other expense for which he is liable under the Act or regulations.

A licence may also be suspended if the user has (1) failed to comply with a notice or order of the inspector, (2) failed to keep posted the Chief Inspector's rules informing workmen and other employers of safe procedures for the operation of the hoist, or (3) has failed to supervise workmen and other employers to secure compliance with the Act and regulations.

Where the Chief Inspector suspends a licence, he must serve a notice on the licensee immediately, informing him of the reasons for, and the effective date of, the suspension. He must also provide the licensee with a transcript of the provisions of the regulations setting out the conditions under which the licence may be reinstated.

The licensee must then immediately return the licence to the Chief Inspector. A licence continues to be suspended until the Chief Inspector considers that the conditions resulting in the suspension have been remedied, and he makes a written order discontinuing the suspension; the licensee is entitled to a copy of this order.

Qualifications for Inspectors, Operators and Attendants

In setting out the qualifications for inspectors, the regulations specify a minimum age of 25 years for both Department of Labour and municipal inspectors. A candidate for appointment as a departmental inspector must be an engineer, or be able to show proof that he has had suitable training and experience in the design, construction, maintenance or inspection of construction hoists or similar equipment, to make him competent to perform his duties. He must obtain a mark of not less than 60 per cent in the prescribed examinations. A municipal inspector making inspections under the Act must, upon request, satisfy the Chief Inspector of his competency to carry out inspections.

Recognizing the importance of ensuring that competent workmen are in charge of hoist operations, the regulations prescribe the qualifications required for hoist operators and hoist attendants, and for persons learning these jobs. A minimum age of 19 years is established in each case.

The operator of a construction hoist for workmen must have a certificate of qualification to operate a hoisting plant under the Operating Engineers Act, if the driving unit is not controlled within the car or at each landing. When a certificate of qualification is not required, the operator must have had sufficient experience in operating a construction hoist to enable him to be aware of dangers, and to be competent to operate it safely.

The hoist operator is solely responsible for the safe operation of a hoist that cannot be controlled directly from the hoist car or landings. He is forbidden to operate the hoist when a landing or car gate is open. He must ensure daily, before operating the hoist, that it is safe to operate. He is also required to take measures to prevent the unauthorized use of the hoist if it is left unattended.

The responsibilities of a hoist attendant, too, are set out. If a workmen's hoist cannot be controlled from every landing and from the car, there must be an attendant in the car when it is carrying workmen. An attendant must also be stationed at a landing while materials are being loaded or unloaded there.

The attendant is responsible for the safety of movement of persons and materials to or from a hoist car at a landing. In addition, he must signal the hoist operator when a car may be safely moved, and ensure that all gates or doors are closed. He is forbidden to operate an overloaded hoist unless it is being tested.

General Specifications and Safety Rules

The provisions relating to drawings and specifications require certain general information to be submitted, in addition to the required specifications. In this respect, the drawings must provide the following details: name and address of the owner of the building or premises; the location where the hoist is to be installed or altered; name and address of the user of the hoist; name, address and qualifications of the person by whom the drawings were prepared; and the purpose and maximum capacity of the hoist.

Not less than three days before work is begun, the person who proposes to make an installation or a major alteration of a construction hoist, is required to give the Chief Inspector written notification of the time when the work will be started.

The user must display in the hoist, notices and markings stating its maximum capacity and other information as specified. Unless these are affixed, it is forbidden to use or operate the hoist.

The regulations lay down certain general requirements concerning the conduct of persons in or about a construction hoist. In this regard, no person may so conduct himself as to impair the safe operation of the hoist or endanger the safety of persons or materials being transported.

Another provision states that no person, except an inspector, a user or his mechanic who is making a test or repair, may remove, displace, interfere with, or damage any safety device in or about the hoist. If a safety device has been removed, displaced, interfered with or damaged, the hoist may not be operated except for inspection, testing or repair, until the device has been restored to good working order; the user, his mechanic, and the person inspecting, must ensure prior to the completion of this work, that no unauthorized person enters, uses or operates the hoist.

Safety Provisions Governing Mechanical Details

The regulations include a general safety provision requiring every construction hoist and its related equipment to be so designed, constructed and maintained as to ensure the safety of persons on or near it, and to

prevent it from travelling beyond, or deviating from, the safe limits of its fixed position or proper line of travel.

As regards specific safety standards for materials hoists, workmen's hoists and associated equipment, the regulations state requirements in connection with the machine (and apparatus for providing mechanical power for the hoist): its horsepower rating and the machine area; the hoist tower and overhead beams; the hoistway, hoistway gates and landing platforms; the hoist car; hoisting cables; signal system; and other matters.

The provisions relating to the machine specify, among other requirements, that its lifting capacity must be adequate; brakes must be capable of stopping and holding the car when loaded to 150 per cent of capacity, and, if the hoist is electrically powered, the brakes must apply automatically in case of power failure; anchorage must be secure; and gears and other hazardous components must be properly guarded.

The machine area must be adequate in size, have a substantial top to protect the operator, and be properly enclosed, located and lighted. The horsepower rating of the machine must be legibly shown on the power unit.

The hoist tower and main overhead beams must be of steel; and must safely support loads likely to be imposed upon them. The hoist tower must be on a safe, firm and level foundation, be plumb, and securely braced and guyed.

Provisions are laid down with respect to the enclosure of hoistways. A gate and landing platform must be provided at each entrance, according to specifications prescribed.

The hoist car must be designed using a factor of safety of five; it must safely support at least 50 pounds per square foot of car floor area; and be equipped with a safety device to stop and hold it if the means of suspension fails.

Electrical or mechanical means of signalling the hoist operator must be provided at each landing. The code of signals to be used for this purpose is incorporated in the regulations.

Other requirements specify that the machine area, tower landings and pit must be kept free of building materials, debris, and equipment not required for the hoist. Flammable fuel must be dispensed in safety containers and stored away from the hoist.

The regulations applicable to workmen's hoists include nearly all of the provisions pertaining to materials hoists. In addition, however, special provisions, applying more

stringent safety requirements than for materials hoists, are set out with respect to: cables, car safety devices and gates, power unit, control of car movement, hoisting doors and gates, pit clearance, terminal and final limit switches, buffers and other matters.

The provisions governing materials hoists, where applicable, also apply to concrete bucket hoists. The requirements concerning tower booms specify that the boom and its associated equipment must be of safe design and construction, and must be operated safely by a competent person.

Several provisions relate to the manner in which construction hoists are to be used, operated and maintained. One of them imposes an obligation on the user to inspect and test the hoist before use, and also to do this periodically. Every landing gate must be kept closed unless the car is being loaded or unloaded. A workman may not be transported on a workmen's hoist while material other than hand tools or small objects is being transported on the hoist.

Ontario Workmen's Compensation Act

New regulations under the Ontario Workmen's Compensation Act, amending the schedule of industries subject to the collective liability provisions of the Act, were gazetted as O. Reg. 328/62 on December 22, and went into force on January 1.

New industries added to the schedule included: auto upholstering; diving; the installation or erection of reinforcing steel; the business of supplying labour (clerical employees and other types of labour); and building caretaking and janitorial service.

Another new provision states that when a firm is created for the purpose of carrying out a service, including clerical, accounting, engineering or management services that would normally be an integral part of an industry or business subject to the Act, the service firm will now be classified and rated the same as the business for which the service is performed. If more than one rate of assessment is involved, the payroll of the service firm will be apportioned *pro rata* at the different appropriate rates.

Saskatchewan Hours of Work Act

The orders under the Saskatchewan Hours of Work Act, exempting offices and shops in the smaller centres from the provision requiring the payment of overtime after 8 hours in a day and 44 hours in a week, were revised to reduce the regular work week to 44 hours in 17 additional towns.

The new order for office workers (O.C. 2031/62), permits office workers in centres outside the cities and 72 listed towns and villages and a five-mile radius of them, to work up to 48 hours in a week at straight-time rates. As a result of changes in the list, workers in the 17 places not previously listed must now be paid overtime after 44 hours in a week instead of after 48 hours.

A similar change was made in the new exemption order for shops (2032/62). As before, the 8-hour-day, 44-hour-week standard applies only to shops in cities with a population of over 10,000 and within a five-mile radius of them.

In the smaller cities and in 72 listed towns and villages (17 more than formerly), employees in shops may work up to 11 hours on any one day in the week at straight-time rates, but must be paid overtime for time worked in excess of 8 hours on any other day and for all hours in excess of 44 in the week. Where the total

of the daily excesses and the weekly excess differ, the overtime rate is to be paid in respect of the greater excess.

Shop employees in places other than the small cities and 72 listed towns and villages, may work up to 48 hours in a week at straight-time rates.

Oil truckers other than those engaged in long-distance trucking are again excluded from the exemption order for shop employees. An earlier exemption order (1207/55) provides that, in the case of such employees, overtime in excess of 44 hours in the busy season may be offset in the slack season.

As before, both new orders provide that in any week in which a public holiday occurs, the weekly standard for overtime purposes is to be reduced by eight hours, and no account is to be taken of any time that an employee may have been required to work or be at the disposal of his employer on the holiday.

Facing Facts in Labour Relations

(Continued from page 128)

There had been particular disputes in which conciliation or mediation had failed, and governments, representing the community, had imposed compulsory arbitration in the interest of the public. Such intervention had been rare, he said, and "in a free society the power to force compulsory settlement must be used with great discretion."

Nevertheless, we have to accept the principle that where the interests of the parties conflict with the over-all interests of the community, it is the interests of the community which should prevail. And this principle must govern in any area where the welfare or the safety of the community may be injuriously affected by the conduct of organized interests, be they doctors or hod-carriers.

It had been suggested from time to time that our society has reached a stage of development in which strikes and lockouts have become obsolete. "I am afraid that this is an example of both over-simplification and over-optimism," Mr. Goldenberg said.

There was no doubt that the use of the strike weapon would continue to be affected by social and economic changes. Change in our society has reduced some of the causes of tension in industrial relations but "we cannot conclude that it has eliminated them; in fact, change has created new tensions."

Because of increasing automation and other technological changes in industry, men trained in particular skills, which they

expected to use their whole working life, may find, at an age when they cannot be retrained or obtain new employment, that their skills are no longer required. "We find here the raw material of conflict."

Call for Co-operation

The human consequences of economic and technological changes are now, therefore, matters of major concern to governments and in labour-management relations. "It is clear that these problems call at the outset for close co-operation between management and labour."

I am confident that in this day and age no responsible management will take steps vitally affecting its working force before consulting its representatives. Without responsibility on one side, there will not be responsibility on the other! I suggest that it would promote responsibility if, instead of meeting only as opponents in collective bargaining negotiations or on grievances, the representatives of management and unions would meet more regularly to discuss matters of mutual concern affecting the industry.

Such discussions would give recognition to the fact that their mutual interests extend beyond the issues of wages, hours and working conditions . . . In this way they could learn to understand each other and their respective problems, which is essential if mutual confidence is to replace mutual suspicion. This would be a mark of responsibility—and the public has a right to demand responsibility from both sides.

UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants at end of November higher by 53 per cent than that at end of October, 3 per cent lower than at end of November 1961, statistics* show

Claimants for unemployment insurance benefit numbered 374,200 on November 30. This figure was 53 per cent higher than the total of 244,100 at the end of October, but about 3 per cent less than the 386,000 reported on November 30, 1961.

Male claimants increased by 110,000 during November, and female claimants by about 20,000. The preponderance of males is accounted for mainly by the usual reduction in outside work at this time of the year. The reduction in numbers from the previous year occurred among males only.

Some 12,000 of the November claimants were classified under seasonal benefit; in November 1961 some 15,000 were so classified.

Initial and Renewal Claims

Initial and renewal claims filed in November numbered 243,600, nearly 95,000 more than in October but 9,000 fewer than in November 1961.

Of the 175,500 initial claims filed during November, some 161,000, or 90 per cent, were separations from employment during the month. The remaining 15,000 claims were made by claimants who had exhausted benefit and were seeking re-establishment of credits.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in November was estimated at 189,000, compared with 152,900 in October and 209,800 in November 1961.

Payments during the month amounted to \$18,900,000, compared with \$15,800,000 in October and \$20,900,000 in November 1961.

The average weekly payment was \$23.85 in November, \$23.42 in October and \$23.76 in November 1961.

* See Tables E-1 to E-4, p. 183.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

Insurance Registrations

Reports for November showed that insurance books or contribution cards had been issued to 4,855,176 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1.

At November 30, registered employers numbered 338,837, an increase of 1,593 since October 31.

Enforcement Statistics

During November, 9,939 investigations were conducted by enforcement officers across Canada. Of these, 6,413 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 278 were miscellaneous investigations. The remaining 3,248 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 285 cases, 52 against employers and 233 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,626.*

* These do not necessarily relate to the investigations conducted during this period.

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in November totalled \$29,588,260.44, compared with \$30,065,935.05 in October and \$29,684,645.04 in November 1961.

Benefits paid in November totalled \$18,933,672.63, compared with \$15,753,718.61 in October and \$20,938,332.74 in November 1961.

The balance in the Fund on November 30 was \$100,583,175.19; on October 31 it was \$89,928,587.38 and on November 31, 1961 it was \$163,483,393.73.

Monthly Report on Operations of the National Employment Service

Vacancies notified by employers to national employment offices continued to decline seasonally in December, although the total was about the same as in December 1961. Some 98,700 vacancies were notified in December, compared with 130,700 in the preceding month and 99,400 a year earlier. Vacancies for women, at 40,500, were 11.1 per cent higher than a year earlier but vacancies for men declined by 7.4 per cent to a total of 58,200.

In December 1962, some 97,000 placements were made, an increase of 0.7 per cent over the same month last year, the smallest year-to-year rate of increase to be recorded since early 1961. Placements of men decreased from December 1961 by 6.0 per cent to 57,500, although placements of women increased by 12.3 per cent.

Some 2,600 of the placements effected in December involved the movement of workers from one local office area to another. Although slightly higher than that a year earlier, this total of transfers was substantially smaller than that in November,

indicating a seasonal reduction in local shortages of labour.

Only the two largest regions continued to record year-to-year increases in placements. Percentage changes over December a year ago, by regions, were as follows:

Atlantic	-22.5
Quebec	+ 7.7
Ontario	+12.3
Prairie	-11.5
Pacific	- 4.5

Cumulative totals for the calendar year 1962 show an outstanding record in volume of employment activity, despite some reductions toward the end of the year. Employers notified NES offices of some 1,555,000 vacancies, and 1,336,000 of these vacancies resulted in placements. Some 73,000, or 5.5 per cent of these placements required the movement of workers between local office areas. Each of these totals represents a postwar record in employment activity, indicating a highly active labour market during most of the year.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2078, November 28, 1962

(Translation)

Summary of the Main Facts: The claimant filed an initial application for benefit on December 27, 1961, and registered for employment as a mechanical shovel operator. He stated that he had last worked as a tractor operator from April 17 to December 21, 1961. The claim was allowed as of December 17, 1961.

On March 28, 1962, he reported to the local office that he had been working as a driver of a school bus. He worked about 1½ hours in the morning and 1½ hours in the evening. He stated that the job was only temporary, because if he found regular work, "I would leave this job."

At the same time he told the local office that his doctor had told him that "it would be advisable for me to undergo a surgical operation." When he went to hospital he would have to give up his bus driver's job for about two weeks, he said.

As the claimant met the conditions of Regulation 155 (4) since he was not working the full working week, the insurance officer decided that he was unemployed within the meaning of sections 54 (1) and 57 (1) of the Act. The claimant's earnings were not deducted from his benefit since they were less than the \$17 a week to which he was entitled under section 56 of the Act.

The claimant wrote to the local office that he had, on the morning of April 2, 1962, completed his usual trips at the opening of the school and that he would go into hospital at 4 o'clock in the afternoon to undergo surgery. The doctor who examined the claimant certified that the operation was scheduled for April 9 and that he would be incapable of resuming his employment before the end of the month.

On April 16, the insurance officer disqualified the claimant from receiving benefit as from April 2 because he had lost his employment by reason of illness (sections 54 (2) (a) and 66 of the Act).

On May 1 the claimant appealed to the board of referees. In his appeal he pointed out that he had been receiving unemployment insurance since January 3, had to have an operation on April 2, and that his benefit was suspended "because I was earning \$15 a week as a school bus driver," although "they told me that I was entitled to earn this amount over and above my unemployment insurance . . ."

The board of referees heard the appeal on July 4. The claimant was not present nor represented at the hearing.

The unanimous decision of the board reads, in part:

... In the board's opinion, the record shows that the claimant took advantage of his period of unemployment to undergo treatment and care and this did not come, under the circumstances, within the purview of section 66, since he was unemployed, was already receiving benefit and could have remained idle instead of working three hours each day in employment other than in his usual occupation. In addition the illness from which he was suffering and which did not hinder him from working is a chronic illness that is often met with in the majority of men in his occupation.

Consequently, the board of referees, composed of its chairman, the employers' representative and the employees' representative, unanimously allow the claimant's appeal and reject the insurance officer's decision.

On August 20 the insurance officer appealed to the Umpire. In his reasons for appeal he said, among other things:

It is granted that the claimant fulfilled the first part of section 66 of the Act, that is that he had become entitled to receive benefit at the time when he became unable to work due to illness. In addition, it is granted that his part-time work in no way affected his right to receive benefit. However, he nevertheless seems to be disqualified from receiving benefit by reason of the last part of section 66 of the Act since he, in fact, lost his job or ceased to work because of illness.

Considerations and Conclusions: Section 66 of the Act is an exceptional disposition; it must, consequently, be strictly interpreted. Consequently, the word "to work" in the expression "ceased to work" must, in the absence of any explicit clause to restrict or otherwise modify it, be understood in its

ordinary sense of to devote oneself to a remunerative occupation, whatever be the nature and duration of that occupation.

According to the evidence, the claimant worked in the ordinary sense of the word on the morning of April 2, 1962, and if he did not do so in the afternoon of the same day, it is solely by reason of illness. Therefore, the insurance officer was right in disqualifying the claimant from receiving benefit under section 54 (2) (a) of the Act.

I consequently decide to allow the insurance officer's appeal.

Decision CUB 2085, November 30, 1962

Summary of the Main Facts: The claimant, a married woman, filed an initial application for benefit on March 16, 1962. She stated in the application that she had worked as a marker for a laundry and dry cleaning establishment at \$78 a week from June 1957 to March 7, 1962. The claim was allowed at the rate of a person without dependant.

On May 24 she applied for the dependency rate of benefit in respect of her nine-year-old daughter. In answer to questions on the application form she said she had to support this dependant because her husband was out of work and had exhausted his unemployment benefits, that she expected "to support her as long as I am able to," and that she had done so "all the time when I was working." She said also that no one else was contributing to the dependant's support.

In answer to questions by the NES local office in a letter dated May 25, she said her husband had claimed her daughter for income tax purposes for 1961, that he had claimed her as his dependant when he was on unemployment insurance benefit, and that he ceased to collect his benefit on May 18, 1962.

On May 29, 1962, the insurance officer notified the claimant that, on the information which had been presented, she was not entitled to the dependency rate of benefit, on the ground that she had failed to prove that she was wholly or mainly maintaining the person for whom she claimed the dependency rate (section 47 (3) of the Act and Regulation 168).

The claimant appealed to a board of referees on June 5, 1962, and said:

... I feel that I should be able to claim my daughter as a dependant as she is wholly maintained by me. As I stated in the previous form which I filled in that I was going to keep my daughter as long as I could and since my husband is no longer receiving his benefits, and has not been receiving any since the middle of May, I feel that I should definitely be able to claim my daughter as a dependant.

When my husband obtains a steady position and [is] able to support our daughter, then I will notify you and have her as his dependant . . .

In a letter received with her appeal, she stated: "My reason for appeal is because my husband is not working and his unemployment insurance has run out, and he is not drawing any other income, and I am not able to keep her on my \$21.00 per week, and that is the reason I am claiming her . . ."

The board of referees heard the case on June 27. The claimant was accompanied at the hearing by the secretary-treasurer of the local of the Laundry, Dry Cleaning & Dye House Workers' International Union of which she was a member.

The unanimous decision of the board reads:

Reviewing the evidence in the submission and the jurisprudence in CUB 1048, which is relevant to this case and has a direct application to the merits of this appeal, and which has been referred to the Board for guidance, we can do no other than agree with the decision of the insurance officer. The Board disallows the appeal and the dependency rate is not approved as stated in the insurance officer's reasons.

On August 2 the union appealed to the Umpire, stating that at the time the claimant was laid off her husband was unemployed and had used up his insurance benefits by May 18. While he was entitled to benefits he had claimed the daughter as a dependant; he had also claimed her as a dependant for 1961 income tax purposes.

From May 18, however, the union said, the family's only income was the \$21 a week that the claimant was receiving in unemployment benefits. She found it impossible to support the family on this amount and, therefore, wished to claim her daughter as a dependant.

The union then stated:

Section 47 (3) states that for the purpose of this Section

- (a) Person with a dependant is
 - (II) a married woman who has a husband dependent on her;
 - (III) a person who maintains solely or mainly one or more children under the age of 16 years.
- (b) A child means a child of the insured person;
- (c) A person who does not reside in Canada is not a dependant, except as prescribed by the regulations made by the Commission.

The submission of [the claimant] is therefore that she is entitled to claim her child as a dependant since she is a person, who, according to subsection (III), maintains wholly or mainly one child under the age of 16 years and that child does not reside outside of Canada.

It is therefore submitted that as the words of this subsection are clear and unequivocal, as of May 18, 1962, [the claimant] was maintaining wholly a child under the age of 16 years. It is submitted further that the only test is whether or not the person claiming was maintaining wholly or mainly a dependant at the time the unemployment insurance benefit is claimed, and not whether that person has claimed for a dependant prior to that time. The test applied by the Court of Referees appears to have been that there has to be continuity of a relationship of dependency so as to ensure the genuineness of such a relationship. We submit that this is an incorrect principle for determining the issue of dependency. The Act does not qualify dependency in any way and it cannot be implied from the clear words of the Statute. There is no condition that the dependency need exist prior to the claim.

For this principle, may we refer you to the quotation of Lord Atkinson, cited in the case of *Victoria v. Bishop of Vancouver Island*, 1921, 3 WWR, 214:

"In the construction of statutes their words must be interpreted in their ordinary grammatical sense unless there be something in the context or in the object of the statute in which they occur, or in the circumstances with reference to which they are used in a special sense, different from their ordinary grammatical sense."

The above canon of construction has been followed again and again and has been called the Golden Rule for the interpretation of Statutes (per Perdue, J. A.). The "ordinary grammatical sense" of S 47 (3) (III) does not allow for the addition of the words "and who has maintained solely or mainly one or more children prior to the making of the claim for benefits."

What has happened prior to the claim is entirely irrelevant. The only question for the Board of Referees to concern themselves with is the question of whether at the time of the claim, the person claiming for the dependant is the person maintaining wholly or mainly a child: that is to say, the Board need only ask "who at the time of the claim is the actual breadwinner of the family?"

Indeed, to argue that the person claiming for a dependant must be the person who has always claimed for the dependant is to add to the statute not only a qualification unjustified in law, but also one inconsistent with the facts of married life. To argue that continuity is necessary in order to claim dependency rates is to propound the fallacy "once a breadwinner, always a breadwinner." This is clearly an unrealistic view of married life. In these days of heavy unemployment, it is sometimes the husband who is the chief breadwinner and sometimes it is the wife . . . When the wife is the sole provider for the family, then she is entitled to claim for her dependants also, and surely this must have been the real intention behind the legislation.

We therefore ask you to reject the decision of the Board of Referees and allow [the claimant's] appeal . . .

Considerations and Conclusions: The only question before me for decision in the present case is whether or not the claimant has shown that, as from Sunday, May 20,

(Continued on page 168)

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during December

Works of Construction, Remodelling, Repair or Demolition

During December the Department of Labour prepared 71 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 85 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 57 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Ltd and the Departments of Defence Production, Mines and Technical Surveys, Northern Affairs and National Resources, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in December for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd	3	\$ 15,000.00
Defence Production	88	1,016,766.00
Post Office	2	18,580.00
Royal Canadian Mounted Police	1	5,379.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate, but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during December

During December the sum of \$978.90 was collected from one contractor for wage arrears due his employees as a result of his failure to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of his contract. This amount is for distribution to the 39 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during December

Atomic Energy of Canada Limited

Chalk River Ont: Rusco Ottawa Ltd, installation of windows, 2nd north extension, Metallurgy Bldg 465.

Central Mortgage and Housing Corporation

New Glasgow N S: Maritime Mechanical Construction, rewiring of 24 houses (Project 2/48). *Pinawa Man:* Louis Ducharme & Associates Ltd, construction of hostel (Job 29); *Imperial Construction Co Ltd,* construction of 34 row housing units (Job 31). *Winnipeg Man:* Imperial Construction Co Ltd, construction of 165 housing units (FP 1/61).

In addition, this Corporation awarded 15 contracts containing the General Fair Wage Clause.

Department of Citizenship and Immigration

Edmonton Indian Agency Alta: Thomas Koziak, installation of plumbing facilities, sewer & water services & structural alterations in 12 houses, Stony Plain Reserve. *Kamloops Indian Agency B C:* McKinnon Plumbing & Heating Ltd, replacement of hot water boiler & storage tank, Kamloops IRS.

Defence Construction (1951) Limited

Summerside P E I: Eastern Woodworkers Ltd, construction of addition to armament bldg, RCAF Station. *Cornwallis N S:* Joseph Downey & Son, interior painting of 107 PMQs, HMCS *Cornwallis;* Chas Dargie & Son Ltd, installation of asbestos tile in Bldg 20. HMCS *Cornwallis.* *Dartmouth N S:* Joseph Downey & Son, interior painting of various apartments, Shannon Park Married Quarters. *Chatham N B:* Marrithew Construction Ltd, clearing & grubbing, RCAF Station; Melvin J Hayes, construction of roadwork, carpentry, etc, for liquid gaseous oxygen storage bldg, RCAF Station. *La Salle Que:* Morin & Plante Co Ltd, re-roofing of Bldg 6, HMCS *Hochelaga.* *St Jean Que:* Lloyd Construction Ltd, extension to central heating plant, RCAF Station; Dickson-Larkey Ltd, installation of underground steam distribution system, RCAF Station. *Valcartier Que:* St Lawrence Construction Ltd, extension to waterworks system, CARDE. *Shirley Bay Ont:* Cribb Construction Co Ltd, modification to electrical standby power distribution system, DRB. *Frobisher Bay N W T:* Whelpton Electric Ltd, supply & erection of antennae masts at RCN Receiving Site.

Building and Maintenance

Kitchener Ont: F W Hill & Co, alterations to existing bldg for Victoria St Armoury.

In addition, Defence Construction (1951) Ltd awarded one contract containing the General Fair Wages Clause.

Department of Defence Production

Dartmouth N S: A B C Construction Ltd, exterior repairs & installation of asbestos wall shingles, Bldg No 9, RCN Armament Depot. *Shearwater N S:* Webb Engineering Ltd, replacement of steam & return lines for Bldg No 21, RCN Air Station. *Esquimalt B C:* Futcher & Helgesen Ltd, erection of security fence, Munro Head; Steel-Bilt Contractors Ltd, supply & erection of prefabricated bldg at Pacific Naval Laboratory, HMC Dockyard.

In addition, this Department awarded 16 contracts containing the General Fair Wages Clause.

Department of Mines and Technical Surveys

This Department awarded five contracts containing the General Fair Wages Clause.

National Harbours Board

Montreal Que: Walsh-Rivermont, construction of overflow to Montreal Aqueduct Canal, Section 1A, Champlain Bridge.

Department of Northern Affairs and National Resources

Enterprise & Rae N W T: Tim's Garage, construction of roads. *Fort Providence N W T:* Territorial Expeditors Ltd, construction of road. *Fort Smith N W T:* Fort Smith Construction, construction of fire hall. *Yellowknife N W T:* O I Johnson Construction Ltd, construction of liquor administration office.

In addition, this Department awarded one contract containing the General Fair Wages Clause.

Post Office Department

This Department awarded one contract containing the General Fair Wages Clause.

Department of Public Works

Laurenceton Nfld: Gid Sacrey Ltd, wharf repairs. *St John's Nfld:* William Jacobs Ltd, harbour improvements (South Side Road). *Summerside P E I:* H J Phillips & Son, harbour improvements. *Big Bras D'Or N S:* MacDonald & MacKeigan, wharf repairs. *Church Point N S:* C J Thibodeau, construction of post office bldg. *Halifax N S:* The Foundation Co of Canada Ltd, repairs to Jetty 1, HMC Dockyard. *Middle Point Cove N S:* Naugle's Sand & Gravel Co Ltd, breakwater repairs. *Ste Marie-sur-Mer N B:* Comeau & Savoie Construction Ltd, wharf repairs. *Baie Comeau Que:* Manik Construction Co Ltd, wharf repairs. *Hebertville Station Que:* Jean Paul Larouche, construction of post office bldg. *Luceville Que:* Fernando Belanger, construction of post office bldg. *Montreal Que:* Prieur Entreprises Inc, installation of mechanical doors, postal terminal bldg, 715 Windsor St. *Mont Rolland Que:* Lionel Constantineau, construction of post office bldg. *Pont Rouge Que:* Les Entreprises Jean R Denoncourt Enrg, construction of post office bldg. *St Agapit Que:* Les Entreprises Jean R Denoncourt Enrg, construction of post office bldg. *Ste Croix Que:* Henri Garneau, construction of post office bldg. *St Jean de Dieu Que:* Paul Malenfant, construction of post office bldg. *Arnprior Ont:* A Oelsner & Son, interior & exterior painting, Civil Defence College; Stanley Sulphur Construction Co Ltd, alterations to five bldgs & hangar No 2, Civil Defence College. *Ottawa Ont:* Angus Robertson Ltd, construction of new administration bldg, National Research Council, Montreal Road. *between Ottawa Ont and Hull Que:* Dufresne Engineering Co Ltd, construction of MacDonald-Cartier Bridge. *Tottenham Ont:* Winson Construction Ltd, construction of post office bldg. *Winnipeg Man:* Safeway Electric Co Ltd, additions & alterations to lighting, 3rd & 4th floors, general post office bldg. *Shellbrook Sask:* W C Wells Construction Co Ltd, construction of federal bldg. *Andrew Alta:* Briden Construction Ltd, construction of post office bldg. *Evansburg Alta:* McLeod Mercantile Ltd, construction of post office bldg. *Brentwood Bay B C:* E J Hunter & Sons, construction of post office bldg. *Chemainus B C:* Harbour Pile Driving, approach renewal. *Kaslo B C:* Williscroft Construction Ltd, construction of post office bldg. *Fort Mann B C:* Greenlees Piledriving Co Ltd, float renewal. *Prince Rupert (Fairview Bay) B C:* Universal Electric (Division of Univex Electrical Construction & Engineering Ltd), electrical installation, Ferry Terminal. *Shoal Harbour B C:* Victoria Pile Driving Co Ltd, construction of fishermen's harbour.

Snug Cove B C: Fraser River Pile Driving Co Ltd, float renewal. *Sourdough Bay B C*: Northwest Construction Ltd, construction of storage bldg for Department of Fisheries. *Ucluelet B C*: Tom Gibson Contracting, approach & float renewal. *Winfield B C*: Lang Construction Ltd, construction of post office bldg.

In addition, this Department awarded 17 contracts containing the General Fair Wages Clause.

Department of Transport

Channel Head Nfld: J J Hussey Ltd, construction of dwelling & demolition of existing dwelling. *St John's (Torbay) Nfld*: Davis Construction Ltd, installation of heating system for elevated water tank. *Halifax N S*: Steen Mechanical Contractors Ltd, plumbing, heating, ventilation, roof deck covering & related work, Air Terminal Bldg, International Airport. *Sydney N S*: Tidewater Construction Co Ltd, widening taxiway No 3 & sand seal portions of runways O7-25. *Dorval Que*: The Foundation Co of Canada Ltd, miscellaneous general works in main Air Terminal Bldg & air conditioning equipment for fingers, tunnels & aerodrome & related works, Montreal International Airport; Canadian Pittsburg Industries Ltd, permanently sealing of windows, strengthening of frames & replacement of weather stripping, Air Terminal Bldg, Montreal International Airport. *Quebec Que*: Adrien Hebert Ltee, revision to baggage handling facilities, Air Terminal Bldg. *St Mary's Island Que*: Landry Construction Inc, construction of dwelling & power house & demolition of existing dwelling. *near Amherstburg Ont*: Ranta Enterprises (Amherstburg) Ltd, construction of two landings for Pier Lights "F" & "G", Detroit River. *Caribou Island Ont*: George Stone & Sons Ltd, construction of dwelling & demolition of existing dwelling. *Michipicoten Island Ont*: George Stone & Sons Ltd, construction of bungalow at East End. *near Newboro Ont*: Rothwell-Perrin Lumber Ltd, construction of bungalow for lockmaster, Narrows Lockstation, Rideau Canal. *Sarnia Ont*: Docherty & Whelpton Construction Co, modification of remote transmitter bldg. *Uplands Ont*: T P Crawford Ltd, installation of air conditioning on second & third floors, Air Terminal Bldg, Ottawa Airport. *Windsor Ont*: Whelpton Electric Ltd, construction of garage, firehall & related work. *Penticton B C*: Gilmour Construction & Engineering Co Ltd, construction of duct & pullpit system & related work. *Pitt Meadows B C*: Hanssen Construction Co Ltd, construction of garage, airport services bldg & related work. *Tofino B C*: Tom Gibson Contracting, replacing bridge on Airport road. *White Rock B C*: Brockbank & Hemingway Ltd, construction of non-directional beacon bldg & related work. *Yellowknife N W T*: Solar Construction Co Ltd, construction of water & sewer services for terminal bldg at Airport.

In addition, this Department awarded one contract containing the General Fair Wages Clause.

Decisions of the Umpire

(Continued from page 159)

1962, she, and not her husband, was the person who was maintaining wholly or mainly their nine-year-old daughter.

In CUB 1260, which is a more recent decision than CUB 1048, the Umpire ruled that "the rate of benefit applicable to the dependency or single status is subject to fluctuation according to the factors present at any given time."

The factors present at the time the claimant applied for the dependency rate of

benefit in the instant case can be summed up as follows: (a) the claimant was the breadwinner of the family, and (b) her husband was in receipt of no income whatsoever.

In view of the foregoing, I consider that the claimant has shown that she was entitled to the dependency rate of benefit as from May 20, 1962.

I consequently decide to allow the union's appeal.

PRICES AND THE COST OF LIVING

Consumer Price Index, January 1963

The consumer price index (1949=100) edged up 0.1 per cent, from 131.9 to 132.0, between December and January.* Increases in the food, housing and recreation and reading indexes outweighed decreases in the clothing and transportation indexes. The health and personal care, and tobacco and alcohol indexes were unchanged.

The consumer price index for January 1962 was 129.7.

The food index rose 0.9 per cent, from 127.8 to 129.0, as a result of price increases on a wide range of items, including bread, sugar, citrus fruits, bananas, frozen orange juice and imported fresh vegetables. Beef and pork prices continued to decline for the third successive month, after their October 1962 peaks. Lower prices were reported also for eggs, turkey and canned vegetables.

The housing index increased 0.1 per cent, from 135.7 to 135.9. The shelter component rose 0.2 per cent but the household operation index was unchanged. In shelter, rents were unchanged but the home-ownership index increased. In household operation, lower prices for appliances, floor coverings and textiles balanced price increases for furniture, utensils and equipment, and household supplies.

The clothing index declined 0.9 per cent, from 115.8 to 114.7, reflecting widespread January sales for all clothing groups, particularly men's overcoats and suits, women's fur and cloth coats and children's winter coats.

The transportation index declined 0.3 per cent, from 140.2 to 139.8, as a result of further price decreases for gasoline in eastern Canada and somewhat lower prices for new passenger cars. The local transportation index was up slightly as a result of bus fare increases in one city.

The recreation and reading index increased 0.3 per cent, from 148.2 to 148.6. Higher prices for television sets and phonograph records moved the recreation component and a price increase for newspapers in one city caused a fractional rise in the reading component.

The health and personal care, and tobacco and alcohol indexes were unchanged at 159.8 and 117.8 respectively.

* See Table F-1, p. 186.

City Consumer Price Indexes, December 1962

Consumer price indexes (1949=100) between November and December rose in three cities, fell in two cities, and were unchanged in the other five.* Increases were 0.2 per cent in Montreal and Saskatoon-Regina, and 0.4 per cent in Saint John; decreases were 0.1 per cent in Halifax and 0.2 per cent in Toronto.

Food indexes fell in seven cities, decreases ranging from 0.1 per cent in St. John's, Ottawa and Vancouver to 1.0 per cent in Halifax. Increases in the food indexes were 0.2 per cent in Saint John and Winnipeg and 1.1 per cent in Montreal.

Six cities had higher housing indexes; the other four were unchanged. Clothing indexes were higher in all cities except two, in which they were lower. Transportation indexes rose in five cities, fell in three, and remained unchanged in two. The only change in the health and personal care indexes was a slight decline in the Winnipeg index. In the recreation and reading group, four indexes were higher, four lower, and two unchanged. There were no changes in the city indexes for tobacco and alcohol.

Percentage changes in the regional indexes between November and December were: Saint John +0.4, Montreal +0.2, Saskatoon-Regina +0.2, Toronto -0.2, Halifax -0.1. The remaining five regional indexes were unchanged.

Point changes in regional consumer price indexes were: Saint John +0.5 to 131.9; Montreal +0.3 to 132.3; Saskatoon-Regina +0.3 to 128.3; Toronto -0.2 to 133.0; Halifax -0.1 to 130.8. St. John's, Ottawa, Winnipeg, Edmonton-Calgary and Vancouver remained unchanged at 118.1†, 132.7, 130.1, 127.4 and 130.6 respectively.

Wholesale Price Index, December 1962

The general wholesale index (1935-39=100) stood at 242.4 in December, practically unchanged from the November index of 242.3 but 2.5 per cent higher than the December 1961 index of 236.5.

A moderate advance in one major group index and slight increases in two others narrowly outweighed downward movements

* See Table F-2, p. 186.

† On base June 1951=100.

of similar magnitude in four major group indexes. The remaining one—non-metallic minerals products—was unchanged.

The vegetable products group index rose 1.4 per cent to 216.3 from 213.3. Increases of 0.1 per cent or less were recorded for textile products, to 244.3 from 244.1, and chemical products, to 190.2 from 190.1.

The animal products group index moved down 1.3 per cent to 265.4 from 268.8. Decreases in three major group indexes were confined to 0.1 per cent or less: wood products to 318.7 from 319.1, iron products to 254.8 from 255.0, and non-ferrous metals products to 194.6 from 194.7.

The non-metallic mineral products index was unchanged at 189.5.

The residential building material price index (1935-39=100) was 296.2 in December, unchanged from the November index. On the base 1949=100 the index was 129.9.

The non-residential building material price index (1949=100) edged up to 132.9 from 132.4.

The index of Canadian farm product prices (1935-39=100) eased down 0.6 per cent, in the three week period ended December 21, from 230.9 to 229.6. The animal products index declined 1.8 per cent but the field products index moved up 1.6 per cent.

U.S. Consumer Price Index, December 1962

The United States consumer price index (1957-59=100) declined slightly between mid-November and mid-December, dropping from 106.0 to 105.8. The decline was attributed to lower food prices.

British Index of Retail Prices, November 1962

The British index of retail prices (Jan. 16, 1962=100) rose from 101.4 to 101.8 between mid-October and mid-November 1962. On the base Jan. 17, 1956=100 it rose from 119.1 to 119.6.

The food index rose about 0.5 per cent and the fuel and light index nearly 4.5 per cent. But the transportation and vehicles index dropped nearly 2 per cent.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 172

Accidents

1. INTERNATIONAL LABOUR OFFICE. *Benefits in the Case of Industrial Accidents and Occupational Diseases*. Seventh item on the agenda. Geneva, 1962. Pp. 172. At head of title: Report 7 (1). International Labour Conference. 47th session, Geneva, 1963.

Part 1 provides background material, describes the relevant law and practice in some member states, and includes a questionnaire to be completed and returned by member countries.

2. U.S. BUREAU OF LABOR STATISTICS. *Injuries and Accident Causes in the Fabrication of Structural Steel and Architectural Metalwork*. Washington, GPO, 1962. Pp. 66.

Civil Service

3. CANADA. ROYAL COMMISSION ON GOVERNMENT ORGANIZATION. [Report]. Abridged ed. Vol. 1. *Management of the Public Service*. Ottawa, Queen's Printer, 1962. Pp. 228.

The four sections of Vol. 1 are: 1. A Plan for Management. 2. Financial Management. 3. Personnel Management. 4. Paperwork and Systems Management.

4. FRANKEL, SAUL JACOB. *A Model for Negotiation and Arbitration between the Canadian Government and its Civil Servants*. Montreal, published by the Industrial Relations Centre, McGill University, 1962. Pp. 76.

Discusses pay determination and the present system of negotiation and arbitration in the Canadian civil service. There is some comparison with the British experience with suggestions of how some of it might be adopted in Canada. In conclusion, the author outlines a proposed Civil Service Arbitration Act which lays down the conditions and scope of arbitration.

Conferences

5. AMERICAN STATISTICAL ASSOCIATION. SOCIAL STATISTICS SECTION. *Proceedings, 1961. Papers and Discussions presented at*

the 121st Annual Meeting of the American Statistical Association, New York City, December 27-30, 1961 . . . Washington, 1962. Pp. 246.

Some of the topics discussed were computer uses in social statistics, educational statistics, the methods of the 1961 Census of Canada, and developments in scientific and technical personnel statistics.

6. DALHOUSIE LABOUR INSTITUTE FOR THE ATLANTIC PROVINCES, HALIFAX, 1961. *Dalhousie Labour Institute for the Atlantic Provinces, April 24-28, 1961*. Halifax, Dalhousie Labour-University Committee, Institute of Public Affairs, Dalhousie University, 1961. Pp. 98.

Partial Contents: Labour and Productivity—1. Labour Approaches and Policies, by Cleve Kidd. 2. A Management Point of View, by Maurice Fisher. Unemployment, by Russell Bell and William Woodfine. Labour-Management Relations in Sweden, by Thorbjorn Carlsson. Present Policies and Trends in Labour Legislation, by Bora Laskin.

7. INDUSTRIAL RELATIONS CONFERENCE (MICHIGAN). 7TH, UNIVERSITY OF MICHIGAN, 1961. *Critical Issues affecting Labor-Management Relations*. [Proceedings of] *Seventh Annual Industrial Relations Conference, March 29-30, 1961*. [Detroit, Institute of Labor and Industrial Relations (University of Michigan-Wayne State University), 1962?]. Pp. 160.

Conference sponsored by the Labor and Industrial Relations Center of Michigan State University and the Section on Labor Relations Law of the State Bar of Michigan.

Topics discussed: Public Measures to Increase Jobs and Protect Income. Impact of Job Security on Collective Bargaining. Collective Bargaining Approaches to Job Security. Work Rules and Practices. Collective Bargaining: New Approaches to the Problem of Achieving Agreement.

8. INTERNATIONAL CONFERENCE FOR WOMEN WORKERS. 2ND, GERSAU, SWITZERLAND, 1960. *Report*. Amsterdam, International Federation of Industrial Organizations and General Workers' Unions, 1962. 1 vol. (various pagings).

Some of the topics discussed were social problems of women workers, ILO activities relating to women workers, equal pay for equal work, and how to recruit women into labour unions.

9. "RESOURCES FOR TOMORROW" CONFERENCE, MONTREAL, 1961. *Proceedings*. Ottawa, Queen's Printer, 1962. Pp. 519.

Conference held October 23-28, 1961, under the sponsorship of the federal Department of Northern Affairs and National Resources and all the provincial Governments.

The Conference considered such "renewable" resources as are associated with agriculture, soil, water, forestry, fisheries, wildlife, and recreation. ". . . in relation to national, regional and provincial goals for economic development; some problems of resource policy, management and administration being identified, and guidelines for action proposed."

10. SOCIAL SECURITY CONFERENCE. 4TH, UNIVERSITY OF MICHIGAN, 1962. *The Labor Market and Social Security. Proceedings of the Fourth Annual Social Security Conference, January 23 and 24, 1962*, University of Michigan. Kalamazoo, W. E. Upjohn Institute for Employment Research, 1962. Pp. 168.

Sponsored by the Institute of Labor and Industrial Relations (University of Michigan-Wayne State University) and the Labor and Industrial Relations Center, Michigan State University.

Contents deal with postwar labour market developments; labour market lessons from abroad; the place of the employment service; the retraining issue; unemployment insurance and today's unemployment risks; depressed areas; retirement programs and the changing participation of the aged in the labour force.

11. U.S. NATIONAL SCIENCE FOUNDATION. *Scientific Manpower, 1961; Selected Papers delivered at the 1961 Annual Meetings of the American Statistical Association and the American Association for the Advancement of Science*. Washington, GPO, 1962. Pp. 30.

Contents: Three Years after the Hauser Committee Report on Scientific and Technical Personnel Data. Periodic Establishment Surveys of Employment in Science and Engineering. Studies of Demand for Scientific and Technical Personnel. Census-Related Studies of Scientific and Technical Personnel. Engineering and Science—a Struggle for Survival.

Corporations

12. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Financial Committees*, by Norman E. Pflomm. New York, 1962. Pp. [66].

Discusses the advantages and disadvantages of financial committees. Contents: The Use of Finance Committees. The Finance Committee. The Capital Appropriations Committee. The Budget Committee. The Pension Committee. The Salary Committee. The General Accounting Committee.

13. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Inflation and Corporate Accounting*, by Francis J. Walsh. New York, 1962. Pp. [103].

Contents: Impact of Inflation on Financial Statements. Considerations in making Price Level Adjustments. Viewpoints of Accounting Practitioners. Opinions of Accounting Societies and Government Agencies. Experience with Price Level Adjustments.

Economic Conditions

14. GEARY, ROBERT CHARLES, Ed. *Europe's Future in Figures*. Contributors: J. Benard [and others]. Amsterdam, North-Holland Pub. Co., 1962. Pp. 343.

Articles on long-term economic forecasting in Belgium, France, West Germany, Great Britain, Italy, Netherlands, and Switzerland, etc.

15. JOHNSON, HARRY GORDON. *Canada in a Changing World Economy*. Toronto, published in co-operation with Carleton University by University of Toronto Press, 1962. Pp. 62. Alan B. Plaunt Memorial Lectures given at Carleton University in 1962.

Contents: The Changing Balance of Power in the World Economy. The Changing International Economic System. The European Economic Community. Strains on the American Dollar. Stagnation in the Canadian Economy, 1958-1961. The Unemployment Problem. The Problem of Growth. The Problem of Foreign Trade. Choices in Canada's Commercial Policy.

16. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *World Economic Survey, 1961*. New York, United Nations, 1962. Pp. 193.

Education

17. NATIONAL SOCIETY FOR THE STUDY OF EDUCATION. COMMITTEE ON IN-SERVICE EDUCATION. *In-Service Education for Teachers, Supervisors, and Administrators*. Edited by Nelson B. Henry. Chicago, NSSE; distributed by the University of Chicago Press, 1957. Pp. 376.

Contents: The Need, History, and Basic Character of In-Service Education. Roles of Teachers, Administrators, and Consultants. In-Service Education Programs. Organization, Education, Training.

18. STATON, THOMAS FELIX. *How to Instruct Successfully; Modern Teaching Methods in Adult Education*. New York, McGraw-Hill, 1960. Pp. 292.

"... Tells how to prepare and present a period or course of instruction."

Education, Vocational

19. CONFERENCE FOR TRADE AND INDUSTRIAL EDUCATION. CENTRAL REGION. COMMITTEE ON TRAINING AIDS. *Three-Dimensional Teaching Aids for Trade and Industrial Instruction*. [Rev. ed.]. Compiled by Harold J. Rosengren. [Washington, GPO, 1962]. Pp. 46.

The original edition was prepared by the Conference for Trade and Industrial Education, North Atlantic Region, Committee on Teaching Aids. Contains photographs of a number of instructional aids made by students or teachers, each one accompanied by a brief statement of the purpose of the teaching aid.

20. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *Apprenticeship and Training in Carpentry Construction*. Washington, GPO, 1962. Pp. 56.

"... An examination of the scope of carpenter apprenticeship among unionized firms in the building construction industry."

Employees' Benefit Plans

21. U.S. BUREAU OF LABOR STATISTICS. *Digest of One Hundred Selected Health and*

Insurance Plans under Collective Bargaining, Winter 1961-62. Washington, GPO, 1962. Pp. 215.

Gives information about eligibility, requirements, life insurance, accidental death and dismemberment, accident and sickness, and hospitalization in connection with the plans covered.

22. U.S. BUREAU OF LABOR STATISTICS. *Health and Insurance, and Pension Plan Coverage in Union Contracts, Late 1960*. Washington, GPO, 1962. Pp. 4.

23. U.S. BUREAU OF LABOR STATISTICS. *Multi-Employer Pension Plans under Collective Bargaining: Prevalance, Benefit Provisions, Administrative Procedures, Functions of the Administrator, Individual Worker's Pension Rights, Financial Management, Spring 1960*. Washington, GPO, 1962. Pp. 131. Based on 736 plans covering 3.2 million workers.

Labour Supply

24. BAUM, SAMUEL. *The Labor Force of Hungary*. Washington, GPO, 1962. Pp. 34.

One of the International Population Statistics Reports of the U.S. Bureau of the Census.

25. HARTLE, DOUGLAS G. *The Employment Forecast Survey*. Toronto, University of Toronto Press, c1962. Pp. 153.

This is a study of the Employment Forecast Survey conducted by the Economics and Research Branch of the federal Department of Labour.

26. U.S. BUREAU OF EMPLOYMENT SECURITY. *Telephone Communication, Labor Market Developments*. Washington, 1962. Pp. 13.

27. U.S. PRESIDENT'S COMMITTEE TO APPRAISE EMPLOYMENT AND UNEMPLOYMENT STATISTICS. *Measuring Employment and Unemployment*. Washington, GPO, 1962. Pp. 412. Robert A. Gordon, Chairman.

The Committee was asked by the President "to review the procedures used in collecting and tabulating statistics of employment and unemployment, the concepts used in classifying the labor force, and the analysis and publication of final results."

Labouring Classes

28. GREAT BRITAIN. FACTORY INSPECTORATE. *Annual Report of the Chief Inspector of Factories, 1961*. London, HMSO, 1962. Pp. 102.

29. MCCARTHY, J. *Employment Services Placement of the Handicapped; Report on the International Seminar, Paris, 11th-13th December 1961*. [Project No. 8/08-B]. Paris, Organization for Economic Co-operation and Development, 1962. Pp. 20.

An account of an international seminar on the selection and training of employment service staff specializing in the placement of the handicapped.

30. U.S. BUREAU OF LABOR-MANAGEMENT REPORTS. *Union Financial Statistics; Selected Financial Data of Labor Organizations filing Annual Reports under the Labor-Management Reporting and Disclosure Act*. Washington, GPO, 1962. Pp. 66.

Contains tables which show "total assets and liabilities as of the end of the union's fiscal year; total receipts during the fiscal year, distributed by dues and 'other'; and total disbursements distributed by payments of any kind to officers and employees, loans made and other disbursements."

Professional Workers

31. U.S. BUREAU OF EMPLOYMENT SECURITY. *Placement of Professional Personnel*. Rev. ed. Washington, GPO, 1962. Pp. 68.

Provides information for those people, working in U.S. local employment offices, who interview persons seeking professional, technical and management positions.

32. U.S. BUREAU OF EMPLOYMENT SECURITY. *Professional Placement Service of the United States Employment Service*. Washington, 1962. Pp. 14.

33. WADE, WORTH. *Business and the Professional Unions, with a Survey of Patent Clauses in Union Contracts*. Ardmore, Penn., Advance House, Publisher, c1961. Pp. 34.

The author considers these questions: "1. Is organization desirable for technical personnel? 2. What is the trend in professional unions? 3. Who owns the inventions of technical employees? 4. What is the attitude of the unorganized scientist, the employer, the unions and the professional societies?"

Transportation

34. CANADA. ROYAL COMMISSION ON TRANSPORTATION. [Report]. Vol. 3. Ottawa, Queen's Printer, 1962. Pp. 620.

Contains studies prepared for the Royal Commission on various aspects of transportation.

35. U.S. PRESIDENTIAL RAILROAD COMMISSION. *Report*. Washington, GPO, 1962. Pp. 327. Appendix. V. 1-4. Washington, GPO, 1962. 4 vols.

Contents of Appendices: V. 1. Index-Digest to the Record of the Commission's Hearings. V. 2. Pay Structure Study, Railroad Operating Employees. V. 3. Studies relating to Railroad Operating Employees. V. 4. Studies relating to Collective Bargaining Agreements and Practices outside the Railroad Industry.

Wages and Hours

36. GIFFORD, JOHN LIDDELL KING. *Wages, Inflation, Productivity; Adequate Adjustment*

of Wages, Margins, Salaries to Inflation, Productivity, Prosperity. Sydney, Angus and Robertson, 1961. Pp. 163.

"One purpose of this book is to point the way for all interested in securing adequate adjustment of minimum wages and salaries to inflation, and to increased productivity and prosperity." The book is intended as a textbook for first-year students in economics and statistics in Australian universities.

37. U.S. BUREAU OF LABOR STATISTICS. *Industry Wage Survey: Eating and Drinking Places, June 1961*. Washington, GPO, 1962. Pp. 55.

Summarizes wages and related information for employees of eating and drinking places in 27 metropolitan areas in the U.S. Contains occupational descriptions.

38. U.S. BUREAU OF LABOR STATISTICS. *Industry Wage Survey: Hotels and Motels, June 1961*. Washington, GPO, 1962. Pp. 38.

Summarizes wage and related information for employees of hotels, tourist courts, and motels in 23 metropolitan areas. Contains occupational descriptions.

39. U.S. BUREAU OF LABOR STATISTICS. *Summary of Earnings Series, 1939-62*. Washington, 1962. Pp. 12.

40. U.S. BUREAU OF LABOR STATISTICS. *Union Wages and Hours: Printing Industry, July 1, 1961 and Trend, 1907-61*. Washington, GPO, 1962. Pp. 45.

Miscellaneous

41. DEGRAZIA, SEBASTIAN. *Of Time, Work, and Leisure*. New York, Twentieth Century Fund, 1962. Pp. 559.

This study by the Twentieth Century Fund examines the nature of leisure in an industrial society.

42. FRIEDMAN, MILTON. *Price Theory, a Provisional Text*. Chicago, Aldine Publishing Company, c1962. Pp. 285.

The text of this book was developed from lecture notes prepared for the author's classes at the University of Chicago.

43. ROTHMAN, STUART. *What You should Know about the Regional Offices of the National Labor Relations Board; an Address at the Information Program for Labor and Management at the University of Illinois, April 19, 1962*. Washington, GPO, 1962. Pp. 39.

44. TOUZEL, BESSIE. *The Province of Ontario—its Welfare Services*. 4th ed. . . . rev. by Lillian Burke. Toronto, Ontario Welfare Council, 1962. Pp. 110.

45. U.S. INTERNAL REVENUE SERVICE. *Statistics of Income: U.S. Business Tax Returns, 1959-60*. Washington, GPO, 1962. Pp. 39.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED JANUARY 19, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,497	595	1,833	2,377	1,100	592
Men.....	4,741	444	1,355	1,701	806	435
Women.....	1,756	151	478	676	294	157
14-19 years.....	572	65	188	178	99	42
20-24 years.....	821	91	273	261	135	61
25-44 years.....	2,966	248	844	1,104	494	276
45-64 years.....	1,939	174	481	750	339	195
65 years and over.....	199	17	47	84	33	18
Employed.....	5,956	507	1,641	2,247	1,027	534
Men.....	4,273	364	1,186	1,593	743	387
Women.....	1,683	143	455	654	284	147
Agriculture.....	538	32	102	144	245	15
Non-agriculture.....	5,418	475	1,539	2,103	782	519
Paid Workers.....	4,945	426	1,396	1,943	713	467
Men.....	3,401	295	971	1,337	466	332
Women.....	1,544	131	425	606	247	135
Unemployed.....	541	88	192	130	73	58
Men.....	468	80	169	108	63	48
Women.....	73	*	23	22	10	10
Persons not in the Labour Force.....	5,850	655	1,711	1,931	1,005	548
Men.....	1,394	179	393	422	259	141
Women.....	4,456	476	1,318	1,509	746	407

*Less than 10,000.

**TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED
JANUARY 19, 1963**

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over ⁽¹⁾	12,347	1,864	3,584	973	3,676	921	1,329
Labour force.....	6,497	572	3,439	827	819	641	199
Employed.....	5,956	486	3,175	697	794	617	187
Unemployed.....	541	86	264	130	25	24	12
Not in labour force.....	5,850	1,292	145	146	2,857	280	1,130
Participation rate ⁽²⁾							
1963, January 19.....	52.6	30.7	96.0	85.0	22.3	69.6	15.0
1962, December 15.....	53.3	31.9	96.4	85.4	23.4	69.6	15.4
Unemployment rate ⁽³⁾							
1963, January 19.....	8.3	15.0	7.7	15.7	3.1	3.7	6.0
1962, December 15.....	6.3	12.2	5.7	12.0	2.0	3.0	*

⁽¹⁾Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

⁽²⁾The labour force as a percentage of the population 14 years of age and over.

⁽³⁾The unemployed as a percentage of the labour force.

*Less than 10,000 unemployed.

TABLE A-3—UNEMPLOYED, WEEK ENDED JANUARY 19, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Jan. 1963	Dec. 1962	Jan. 1962
Total unemployed.....	541	414	545
On temporary layoff up to 30 days.....	38	27	39
Without work and seeking work.....	503	387	506
Seeking full-time work.....	481	366	484
Seeking part-time work.....	22	21	22
Seeking under 1 month.....	127	127	133
Seeking 1-3 months.....	251	165	231
Seeking 4-6 months.....	71	51	75
Seeking more than 6 months.....	54	44	67

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ⁽¹⁾						Totals ⁽³⁾
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ⁽²⁾	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Government)	Supple- men- tary Labour income	
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,653	746	17,463
1960—Total....	551	5,188	1,806	326	1,245	344	2,638	5,019	790	18,119
1961—Total....	545	5,348	1,862	285	1,225	356	2,737	5,475	827	18,884
1961—										
November....	46.2	458.8	158.1	85.1	311.5	89.9	712.2	1,413.5	211.9	1,625.1
December....	45.5	451.3	152.0							1,585.8
1962—										
January.....	45.8	450.7	151.2							1,565.7
February.....	45.2	455.9	152.1	68.2	255.6	89.7	687.7	1,421.5	212.0	1,575.7
March.....	45.6	461.1	150.3							1,590.5
April.....	45.1	469.0	153.8							1,618.8
May.....	47.0	481.7	160.1	65.7	333.2	93.3	718.1	1,475.0	218.1	1,677.1
June.....	48.2	492.1	161.6							1,726.2
July.....	48.7	485.0	165.7							1,711.5
August.....	48.3	490.6	166.9	85.8	397.8	98.3	726.1	1,456.1	222.2	1,725.1
September....	47.6	498.4	164.3							1,749.2
October*.....	47.1	493.3	165.3							1,734.7
November†..	46.8	489.9	162.1							1,713.1

⁽¹⁾Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

⁽²⁾Includes post office wages and salaries.

⁽³⁾Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at November 1962 employers in the principal non-agricultural industries reported a total employment of 2,963,858. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite ⁽¹⁾			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
Averages						
1957.....	122.6	158.1	67.93	115.8	159.1	69.94
1958.....	117.9	163.9	70.43	109.8	165.3	72.67
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	177.8	78.19
1961.....	118.1	181.8	78.11	108.9	183.6	80.73
1961—						
November.....	121.6	183.5	78.82	110.9	186.2	81.87
December.....	117.8	179.4	77.08	107.9	182.3	80.16
1962—						
January.....	115.2	184.5	79.27	108.5	187.1	82.28
February.....	114.7	186.7	80.21	108.9	188.2	82.74
March.....	115.2	187.2	80.41	109.6	189.3	83.23
April.....	116.7	186.7	80.21	110.4	189.0	83.11
May.....	121.3	188.1	80.79	113.7	190.4	83.72
June.....	125.0	188.7	81.05	116.4	190.4	83.72
July.....	125.8	188.3	80.90	115.5	189.1	83.13
August.....	127.0	188.1	80.80	117.6	187.9	82.62
September.....	126.5	189.5	81.40	117.6	190.8	83.91
October*.....	125.4	189.9	81.57	115.9	191.8	84.34
November†.....	124.2	189.9	81.58	114.7	192.4	84.58

⁽¹⁾Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Nov. 1962	Oct. 1962	Nov. 1961	Nov. 1962	Oct. 1962	Nov. 1961
				\$	\$	\$
Provinces						
Newfoundland.....	137.9	147.3	149.2	71.88	74.00	73.10
Prince Edward Island.....	145.4	154.3	144.1	56.00	56.22	55.58
Nova Scotia.....	96.2	96.6	97.5	65.70	66.92	65.16
New Brunswick.....	104.8	107.6	107.5	65.64	65.49	64.30
Quebec.....	125.5	126.4	123.3	79.17	78.94	76.36
Ontario.....	126.2	126.2	122.0	84.88	84.80	81.54
Manitoba.....	112.1	115.3	111.4	75.91	76.55	74.05
Saskatchewan.....	125.9	130.6	124.2	78.51	78.37	74.71
Alberta (including Northwest Territories).....	158.0	161.9	155.5	82.63	83.12	81.39
British Columbia (including Yukon).....	116.7	118.3	113.1	88.70	88.71	86.59
Canada	124.2	125.4	121.6	81.58	81.57	78.82
Urban areas						
St. John's.....	155.3	154.7	148.7	60.03	61.02	57.62
Sydney.....	79.6	79.0	80.0	77.66	82.45	79.01
Halifax.....	125.1	124.1	126.7	67.32	67.86	65.48
Moncton.....	117.9	112.5	113.1	61.12	61.90	60.02
Saint John.....	106.1	106.1	110.1	65.97	65.75	62.93
Chicoutimi—Jonquiere.....	108.4	110.8	109.6	100.01	100.70	98.48
Quebec.....	125.2	125.5	119.1	71.07	70.70	67.47
Sherbrooke.....	112.9	114.1	111.2	68.70	69.03	65.25
Shawinigan.....	83.0	83.1	100.4	89.88	88.40	85.91
Three Rivers.....	117.3	119.1	114.8	77.32	76.88	74.45
Drummondville.....	83.4	84.6	83.4	67.74	67.18	62.44
Montreal.....	129.2	129.8	127.5	80.56	80.67	78.19
Ottawa—Hull.....	136.1	136.2	134.3	75.32	76.32	73.41
Kingston.....	121.6	120.6	115.3	80.62	80.04	76.88
Peterborough.....	95.5	95.8	91.4	91.31	91.71	88.32
Oshawa.....	195.3	192.6	181.0	108.40	98.77	96.23
Toronto.....	142.2	141.4	136.5	84.62	84.96	81.60
Hamilton.....	116.5	114.5	111.0	90.25	90.78	86.71
St. Catharines.....	114.6	114.3	112.7	96.03	93.72	86.69
Niagara Falls.....	95.4	100.4	96.2	82.96	81.55	82.57
Brantford.....	87.1	87.9	83.2	77.00	77.01	74.02
Guelph.....	129.7	129.9	121.2	76.00	76.80	73.04
Galt.....	117.9	116.9	106.2	73.49	72.88	71.45
Kitchener.....	136.4	137.2	127.9	77.08	77.41	75.40
Sudbury.....	129.0	128.7	146.8	91.24	92.25	91.40
Timmins.....	89.3	89.2	90.1	75.57	74.51	72.82
London.....	137.2	139.2	136.0	77.83	77.46	74.99
Sarnia.....	126.2	129.5	127.0	106.11	105.23	101.54
Windsor.....	75.3	74.7	74.0	95.30	92.87	88.27
Sault Ste. Marie.....	145.1	147.0	143.8	106.22	100.45	98.58
Fort William—Port Arthur.....	108.9	110.4	109.0	83.76	82.78	82.11
Winnipeg.....	111.5	113.8	110.8	72.75	72.90	70.90
Regina.....	143.1	144.5	138.5	76.75	76.66	74.11
Saskatoon.....	138.8	142.9	137.6	72.44	73.03	69.83
Edmonton.....	203.0	207.6	197.6	77.19	77.58	75.64
Calgary.....	178.2	182.3	175.2	81.20	81.46	77.91
Vancouver.....	115.8	115.6	112.0	86.89	86.79	84.68
Victoria.....	119.9	118.1	110.2	80.57	80.17	77.78

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Nov. 1962	Oct. 1962	Nov. 1961	Nov. 1962	Oct. 1962	Nov. 1961
Mining	114.3	116.1	116.6	\$ 100.74	\$ 99.65	\$ 97.75
Metal mining.....	127.8	129.3	130.1	101.41	100.78	99.52
Gold.....	68.6	68.8	69.5	83.59	82.88	81.94
Other metal.....	182.8	185.4	186.4	107.61	106.95	105.61
Fuels.....	84.6	82.7	87.8	104.91	105.15	98.81
Coal.....	39.6	39.2	44.1	76.17	80.38	77.35
Oil and natural gas.....	268.2	260.5	275.1	122.28	120.38	113.55
Non-metal.....	140.3	154.7	139.9	90.63	86.75	88.27
Manufacturing	114.7	115.9	110.9	\$ 84.58	\$ 84.34	\$ 81.87
Durable goods.....	118.8	119.7	112.8	91.99	91.47	88.69
Non-durable goods.....	111.2	112.6	109.4	77.96	77.99	75.97
Food and beverages.....	116.9	121.7	116.6	72.88	72.27	70.88
Meat products.....	137.0	137.6	138.9	82.48	83.53	80.52
Canned and preserved fruits and vegetables.....	122.7	139.9	118.6	57.40	56.48	56.15
Grain mill products.....	95.6	98.8	100.2	83.19	82.41	80.89
Bread and other bakery products.....	113.2	112.8	111.8	69.67	69.57	67.96
Distilled and malt liquors.....	98.1	97.7	100.9	103.19	103.03	98.01
Tobacco and tobacco products.....	98.5	81.0	91.8	77.25	86.55	76.89
Rubber products.....	109.7	110.1	102.4	89.24	89.75	85.88
Leather products.....	90.7	89.7	89.4	57.71	56.76	55.84
Boots and shoes (except rubber).....	97.5	95.8	96.2	55.27	54.00	53.11
Other leather products.....	78.3	78.5	77.2	63.22	62.86	61.97
Textile products (except clothing).....	83.7	83.5	81.3	68.77	67.42	65.86
Cotton yarn and broad woven goods.....	74.5	74.6	75.7	65.82	64.02	63.24
Woolen goods.....	63.9	62.8	62.4	63.39	63.00	62.42
Synthetic textiles and silk.....	93.8	93.5	86.5	76.37	73.94	71.58
Clothing (textile and fur).....	92.6	94.8	91.5	51.85	52.74	50.86
Men's clothing.....	98.1	99.0	94.7	51.19	51.66	49.70
Women's clothing.....	95.7	100.3	95.8	51.38	53.40	50.80
Knit goods.....	75.7	76.4	74.9	53.37	54.69	51.84
Wood products.....	106.6	109.9	103.2	73.39	73.30	71.27
Saw and planing mills.....	107.0	111.3	104.2	75.18	74.99	73.11
Furniture.....	119.3	120.7	113.1	72.17	72.33	69.79
Other wood products.....	72.9	81.4	78.9	64.68	64.49	63.36
Paper products.....	127.2	128.2	123.9	98.14	99.61	96.63
Pulp and paper mills.....	126.2	128.7	123.9	107.02	107.85	104.87
Other paper products.....	129.9	127.1	124.0	77.48	79.63	77.29
Printing, publishing and allied industries.....	126.4	126.5	125.7	91.15	90.96	88.68
Iron and steel products.....	111.7	112.4	103.6	96.24	96.35	92.65
Agricultural implements.....	65.7	62.0	57.8	99.22	93.80	95.97
Fabricated and structural steel.....	153.6	159.2	148.1	98.40	98.80	94.22
Hardware and tools.....	111.9	111.4	104.3	85.17	84.68	81.87
Heating and cooking appliances.....	105.3	110.8	101.1	83.22	84.18	79.63
Iron castings.....	96.9	95.9	91.3	90.31	91.31	89.29
Machinery, industrial.....	131.8	131.5	117.7	92.59	92.56	88.91
Primary iron and steel.....	124.3	126.0	117.2	111.81	113.02	106.96
Sheet metal products.....	116.0	119.6	104.2	91.85	92.61	88.64
Wire and wire products.....	112.1	111.5	110.9	96.69	95.74	93.25
Transportation equipment.....	113.7	113.4	108.9	100.89	98.52	95.06
Aircraft and parts.....	234.1	239.2	261.1	98.39	98.26	97.84
Motor vehicles.....	119.2	116.8	110.0	123.10	115.52	110.71
Motor vehicle parts and accessories.....	122.6	120.9	104.4	100.50	96.63	91.09
Railroad and rolling stock equipment.....	56.6	55.7	56.4	84.80	84.46	83.63
Shipbuilding and repairing.....	143.8	146.5	130.7	88.89	91.32	84.32
Non-ferrous metal products.....	122.6	123.0	125.2	95.80	96.03	93.47
Aluminum products.....	142.9	144.1	140.1	93.21	93.22	89.51
Brass and copper products.....	101.9	102.8	104.6	91.70	91.91	88.14
Smelting and refining.....	132.3	132.3	140.2	105.02	105.20	102.58
Electrical apparatus and supplies.....	152.5	153.2	140.0	90.27	90.58	89.55
Heavy electrical machinery.....	113.8	112.9	102.0	98.42	98.02	96.41
Telecommunication equipment.....	278.1	280.9	249.1	87.40	87.08	87.27
Non-metallic mineral products.....	151.7	151.0	142.0	89.60	89.65	86.23
Clay products.....	91.2	95.8	88.7	81.26	79.47	78.29
Glass and glass products.....	168.5	149.9	162.5	86.76	86.87	84.06
Products of petroleum and coal.....	136.8	138.2	135.4	122.01	121.49	119.86
Petroleum refining and products.....	139.4	140.2	138.4	122.95	122.61	120.50
Chemical products.....	130.3	131.3	131.3	99.89	99.57	96.27
Medicinal and pharmaceutical preparations.....	122.4	123.1	120.6	86.88	87.88	83.82
Acids, alkalis and salts.....	144.3	143.9	154.6	114.14	113.53	108.47
Other chemical products.....	129.1	130.5	128.8	99.32	98.83	95.87
Miscellaneous manufacturing industries.....	154.2	154.1	146.5	72.65	72.85	71.81
Construction	131.0	137.6	127.9	\$ 87.63	\$ 88.21	\$ 83.08
Building and general engineering.....	127.3	134.5	124.7	95.31	95.43	90.89
Highways, bridges and streets.....	137.2	142.5	133.2	75.89	76.99	70.81
Electric and motor transportation.....	141.2	141.5	139.8	86.72	86.60	82.98
Service	155.5	157.7	150.7	\$ 58.15	\$ 57.92	\$ 56.08
Hotels and restaurants.....	132.9	135.7	129.2	44.27	44.09	42.78
Laundries and dry cleaning plants.....	135.5	132.7	126.3	50.76	50.72	48.88
Industrial composite	124.2	125.4	121.6	\$ 81.58	\$ 81.57	\$ 78.82

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	November 1962	October 1962	November 1961	November 1962	October 1962	November 1961
				\$	\$	\$
Newfoundland.....	38.2	38.1	38.4	1.69	1.69	1.74
Nova Scotia.....	39.9	40.9	40.8	1.64	1.64	1.56
New Brunswick.....	40.9	41.0	41.1	1.61	1.60	1.63
Quebec.....	42.1	42.3	42.2	1.70	1.70	1.66
Ontario.....	41.4	41.5	41.1	2.00	1.99	1.93
Manitoba.....	40.0	40.2	39.7	1.77	1.76	1.73
Saskatchewan.....	39.0	38.9	38.5	2.00	1.98	1.98
Alberta (includes Northwest Territories)	39.6	40.0	40.0	2.00	1.99	1.98
British Columbia (includes Yukon Territory).....	38.1	37.9	38.4	2.32	2.29	2.26

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Nov. 1962	Oct. 1962	Nov. 1961	Nov. 1962	Oct. 1962	Nov. 1961	Nov. 1962	Oct. 1962	Nov. 1961
Mining	42.2	42.3	42.6	\$ 2.20	\$ 2.18	\$ 2.14	\$ 92.75	\$ 92.18	\$ 90.97
Metal mining	42.4	42.2	42.9	2.26	2.26	2.20	95.89	95.31	94.41
Gold	43.7	43.7	43.2	1.79	1.77	1.75	78.05	77.24	75.58
Other metal	41.9	41.7	42.7	2.45	2.45	2.38	102.64	102.05	101.56
Fuels	40.6	41.6	41.0	2.13	2.09	2.05	86.56	87.17	83.90
Coal	40.4	42.9	41.4	1.82	1.84	1.82	73.60	79.15	75.78
Oil and natural gas	40.9	39.6	40.3	2.57	2.52	2.38	105.43	99.75	96.08
Non-metal	43.4	43.2	43.6	2.00	1.97	1.96	85.95	85.00	85.52
Manufacturing	41.2	41.3	41.1	1.90	1.89	1.84	\$ 78.15	\$ 77.96	\$ 75.61
Durable goods	41.9	41.9	41.6	2.07	2.05	2.00	86.57	85.35	83.29
Non-durable goods	40.5	40.8	40.7	1.73	1.73	1.69	70.22	70.50	68.73
Food and beverages	39.9	40.3	40.1	1.63	1.61	1.60	65.32	65.04	64.13
Meat products	40.4	41.1	40.4	1.92	1.92	1.87	77.45	79.18	75.43
Canned and preserved fruits and vegetables	38.7	39.2	39.0	1.23	1.23	1.21	47.72	48.17	47.15
Grain mill products	41.4	41.3	42.8	1.84	1.83	1.81	76.06	75.60	77.48
Bread and other bakery products	40.8	41.0	41.6	1.55	1.54	1.48	63.28	63.34	61.46
Distilled liquors	41.6	42.7	40.8	2.17	2.18	2.04	90.36	92.85	83.30
Malt liquors	39.0	38.9	39.3	2.39	2.38	2.34	93.10	92.59	91.82
Tobacco and tobacco products	37.6	40.2	39.4	1.88	2.00	1.81	70.79	80.28	71.37
Rubber products	42.9	43.3	42.3	1.96	1.96	1.91	83.85	85.16	80.58
Leather products	41.2	40.5	41.6	1.30	1.30	1.25	53.56	52.53	52.02
Boots and shoes (except rubber)	40.8	39.8	41.1	1.25	1.25	1.20	51.15	49.61	40.29
Other leather products	42.1	42.3	42.6	1.40	1.40	1.37	59.06	59.06	58.25
Textile products (except clothing)	43.2	42.9	43.0	1.44	1.43	1.39	62.19	61.31	59.82
Cotton yarn and broad woven goods	41.6	41.2	41.9	1.47	1.46	1.42	61.36	60.30	59.61
Woollen goods	43.6	43.3	43.8	1.33	1.33	1.31	57.95	57.53	57.51
Synthetic textiles and silk	44.5	44.2	44.2	1.54	1.52	1.45	68.48	67.21	64.18
Clothing (textile and fur)	38.5	39.2	38.6	1.22	1.22	1.19	46.92	47.89	45.80
Men's clothing	38.5	38.8	38.1	1.22	1.22	1.19	46.89	47.43	45.27
Women's clothing	36.2	37.1	36.6	1.27	1.30	1.23	45.85	48.07	45.11
Knit goods	41.7	42.6	42.2	1.17	1.15	1.12	48.84	48.89	47.11
*Wood products	41.7	41.7	41.9	1.68	1.67	1.62	69.86	69.67	68.03
Saw and planing mills	40.5	40.5	40.8	1.79	1.78	1.74	72.71	72.24	70.89
Furniture	44.0	44.2	44.0	1.52	1.52	1.48	67.02	67.28	65.11
Other wood products	42.7	42.7	43.1	1.39	1.39	1.35	59.16	59.39	58.39
Paper products	41.3	41.7	41.6	2.25	2.26	2.19	92.82	94.18	91.27
Pulp and paper mills	41.2	41.8	41.6	2.45	2.44	2.38	100.92	102.11	99.01
Other paper products	41.5	41.6	41.7	1.72	1.75	1.70	71.58	72.94	70.94
Printing, publishing and allied industries	38.8	38.9	39.3	2.32	2.32	2.25	89.90	90.13	88.36
*Iron and steel products	41.9	41.9	41.1	2.19	2.19	2.13	91.85	91.83	87.79
Agricultural implements	40.5	37.3	40.0	2.25	2.20	2.18	90.97	82.28	87.24
Fabricated and structural steel	43.0	43.5	41.2	2.18	2.17	2.02	93.59	94.32	86.09
Hardware and tools	43.5	43.6	42.6	1.83	1.82	1.77	79.52	79.13	75.55
Heating and cooking appliances	41.7	42.1	41.0	1.85	1.87	1.82	76.99	78.76	74.63
Iron castings	41.8	42.2	42.6	2.08	2.08	2.01	86.78	87.68	85.77
Machinery, industrial	42.8	42.7	41.5	2.04	2.05	2.00	87.45	87.59	82.90
Primary iron and steel	41.1	41.2	40.2	2.62	2.64	2.55	107.76	108.73	102.60
Sheet metal products	41.5	42.0	40.8	2.08	2.07	2.04	86.27	87.22	83.09
Wire and wire products	42.3	42.4	41.8	2.17	2.14	2.10	91.83	90.60	87.69
*Transportation equipment	42.2	41.7	41.5	2.27	2.24	2.17	95.97	93.38	90.05
Aircraft and parts	40.7	41.1	42.5	2.16	2.16	2.14	87.94	88.81	91.15
Motor vehicles	46.0	44.2	44.3	2.58	2.49	2.39	118.89	110.21	105.03
Motor vehicle parts and accessories	43.4	42.3	40.6	2.21	2.16	2.10	96.55	91.41	85.26
Railroad and rolling stock equipment	39.2	39.2	39.1	2.11	2.10	2.08	82.81	82.43	81.41
Shipbuilding and repairing	40.2	41.0	40.0	2.17	2.2	2.06	87.30	90.40	82.45
*Non-ferrous metal products	41.2	41.4	41.0	2.16	2.16	2.14	89.16	89.19	87.66
Aluminum products	42.5	42.7	41.9	1.94	1.93	1.86	82.56	82.49	78.15
Brass and copper products	41.5	41.8	41.3	2.07	2.07	2.01	86.05	86.46	83.00
Smelting and refining	40.5	40.5	40.4	2.42	2.43	2.40	98.20	98.37	96.95
*Electrical apparatus and supplies	41.3	41.5	41.8	1.91	1.91	1.89	78.82	79.31	79.20
Heavy electrical machinery and equipment	42.0	42.1	41.4	2.14	2.14	2.11	89.77	90.09	87.49
Telecommunication equipment	41.1	41.1	41.5	1.72	1.71	1.75	70.61	70.35	72.49
Refrigerators, vacuum cleaners and appliances	41.0	40.2	40.6	1.96	1.95	1.92	80.30	78.57	77.84
Wire and cable	41.7	43.0	42.7	1.84	2.17	2.07	89.29	93.20	88.40
Miscellaneous electrical products	41.0	41.4	42.5	1.80	1.81	1.80	73.99	74.97	76.55
*Non-metallic mineral products	43.5	43.7	43.1	1.94	1.93	1.87	84.33	84.47	80.81
Clay products	43.0	42.9	42.5	1.74	1.72	1.71	74.63	73.89	72.48
Glass and glass products	41.5	41.1	41.5	1.96	1.95	1.88	81.27	80.16	78.26
Products of petroleum and coal	41.2	41.3	41.4	2.69	2.68	2.64	110.81	110.01	109.28
Petroleum refining and products	41.2	41.3	41.3	2.72	2.70	2.66	112.03	111.40	109.98
Chemical products	41.2	41.2	40.9	2.12	2.11	2.06	87.51	87.07	84.12
Medicinal and pharmaceutical preparations	39.8	40.2	39.9	1.64	1.65	1.59	65.30	66.49	63.17
Acids, alkalis and salts	41.6	41.7	41.0	2.47	2.44	2.38	102.57	101.63	97.39
Miscellaneous manufacturing industries	41.8	42.1	42.3	1.52	1.52	1.49	63.63	63.87	62.95
Professional and scientific equipment	40.5	40.7	41.3	1.88	1.87	1.85	76.22	76.21	75.49
Construction	40.8	41.7	40.6	2.07	2.07	1.98	\$ 84.66	\$ 86.11	\$ 80.49
Building and general engineering	40.9	41.4	40.7	2.27	2.25	2.17	92.62	93.23	88.30
Highways, bridges and streets	40.7	42.3	40.2	1.72	1.73	1.64	70.08	73.04	66.06
Electric and motor transportation	44.0	43.9	43.3	1.98	1.98	1.91	\$ 87.18	\$ 86.90	\$ 82.68
Service	38.0	37.9	38.4	1.12	1.12	1.08	\$ 42.52	\$ 42.37	\$ 41.44
Hotels and restaurants	37.9	37.6	38.0	1.08	1.08	1.05	40.89	40.53	39.90
Laundries and dry cleaning plants	40.1	40.3	40.1	1.07	1.06	1.04	42.71	42.78	41.57

*Durable manufactured goods industries.

**TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED
WAGE EARNERS IN MANUFACTURING**

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1957.....	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Last Pay Period in:					
1961 November.....	46.2	1.84	75.64	181.2	139.6
December.....	38.8	1.88	72.85	174.5	134.6
1962 January.....	40.6	1.86	75.47	180.8	139.3
February.....	40.8	1.86	75.99	182.1	140.4
March.....	41.0	1.87	76.68	183.7	141.0
April.....	40.6	1.89	76.50	183.3	140.9
May.....	41.0	1.89	77.51	185.7	142.3
June.....	41.1	1.88	77.52	185.7	141.8
July.....	41.0	1.87	76.72	183.8	139.9
August.....	41.0	1.86	76.17	182.5	139.3
September.....	41.4	1.88	77.61	185.9	141.4
October*.....	41.3	1.89	77.96	186.8	141.6
November†.....	41.2	1.90	78.15	187.2	142.0

Note: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, D.B.S. See also Technical Note, page 1089, September 1962 issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
January 1958.....	6,822	7,860	14,682	661,965	167,512	829,477
January 1959.....	9,425	9,295	18,720	615,788	175,574	791,362
January 1960.....	8,206	10,325	18,531	606,165	180,129	786,294
January 1961.....	8,866	8,346	17,212	668,766	185,972	854,738
January 1962.....	11,428	12,069	23,497	570,061	161,094	731,155
February 1962.....	12,308	13,073	25,381	585,555	161,992	747,547
March 1962.....	15,184	15,359	30,543	579,641	158,342	737,983
April 1962.....	25,557	18,868	44,425	496,099	146,551	642,650
May 1962.....	22,026	20,999	43,025	329,391	126,461	455,852
June 1962.....	22,436	20,672	43,108	237,747	119,561	357,308
July 1962.....	22,872	17,895	40,767	224,452	113,407	337,859
August 1962.....	21,214	21,256	42,470	198,639	96,606	295,245
September 1962.....	20,197	20,658	40,855	188,844	97,890	286,734
October 1962.....	20,137	17,399	37,536	232,316	105,488	337,804
November 1962.....	22,077	19,204	41,281	328,801	127,955	456,756
December 1962 ⁽¹⁾	14,281	13,638	27,919	473,575	137,429	611,004
January 1963 ⁽¹⁾						

⁽¹⁾Latest figures subject to revision.

*Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1958-1961, AND DURING MONTH, DECEMBER 1961-DECEMBER 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1958-Year.....	2,790,412	1,012,974	620,394	374,245	548,663	291,466
1959-Year.....	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960-Year.....	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961-Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1961-December.....	361,979	91,992	62,933	36,436	61,219	35,284
1962-January.....	343,460	109,466	57,373	35,946	49,668	26,878
February.....	244,177	75,220	56,595	30,459	48,546	22,688
March.....	250,908	81,800	60,933	37,064	50,161	27,365
April.....	226,040	79,051	82,893	40,026	65,841	29,194
May.....	239,245	95,925	117,362	51,441	107,811	38,595
June.....	231,507	100,426	92,346	48,564	86,218	39,253
July.....	251,079	114,963	97,147	56,863	85,399	49,523
August.....	236,921	104,366	102,784	63,558	89,871	50,865
September.....	220,755	98,476	96,217	50,615	91,653	42,692
October.....	272,614	103,871	101,603	45,949	89,619	38,324
November.....	321,696	113,014	86,859	43,840	74,957	33,451
December.....	338,121†	94,465†	58,253	40,470	57,541	39,613

†Preliminary.

**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,
DURING DECEMBER 1962**

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from December 1961
Agriculture, Fishing, Trapping	1,022	1,490	2,512	+ 1,613
Forestry	1,737	21	1,758	+ 109
Mining, Quarrying and Oil Wells	518	54	572	— 68
Metal Mining.....	218	9	227	— 30
Fuels.....	177	22	199	— 17
Non-Metal Mining.....	59	4	63	— 3
Quarrying, Clay and Sand Pits.....	21	0	21	+ 6
Prospecting.....	43	19	62	— 24
Manufacturing	8,525	4,229	12,754	+ 443
Foods and Beverages.....	833	543	1,376	+ 63
Tobacco and Tobacco Products.....	46	2	48	— 190
Rubber Products.....	60	36	96	— 27
Leather Products.....	161	208	369	+ 27
Textile Products (except clothing).....	280	244	524	+ 60
Clothing (textile and fur).....	292	1,175	1,467	— 60
Wood Products.....	1,371	145	1,516	+ 103
Paper Products.....	436	155	591	— 402
Printing, Publishing and Allied Industries.....	450	273	723	+ 170
Iron and Steel Products.....	1,826	252	2,078	+ 580
Transportation Equipment.....	1,370	132	1,502	— 61
Non-Ferrous Metal Products.....	225	82	307	— 51
Electrical Apparatus and Supplies.....	400	482	882	+ 194
Non-Metallic Mineral Products.....	248	99	347	+ 61
Products of Petroleum and Coal.....	24	18	42	+ 5
Chemical Products.....	206	141	347	— 63
Miscellaneous Manufacturing Industries.....	297	242	539	+ 34
Construction	7,175	126	7,301	— 545
General Contractors.....	4,513	63	4,576	— 781
Special Trade Contractors.....	2,662	63	2,725	+ 236
Transportation, Storage and Communication	4,605	202	4,807	— 860
Transportation.....	4,290	103	4,393	— 935
Storage.....	226	21	247	+ 35
Communication.....	89	78	167	+ 40
Public Utility Operation	94	26	120	— 214
Trade	5,403	5,565	10,968	— 932
Wholesale.....	1,913	792	2,705	— 164
Retail.....	3,490	4,773	8,263	— 768
Finance, Insurance and Real Estate	366	569	935	+ 78
Service	28,096	27,331	55,427	+ 1,027
Community or Public Service.....	695	994	1,689	+ 8
Government Service.....	22,995	17,293	40,288	— 178
Recreation Service.....	276	125	401	+ 113
Business Service.....	1,184	482	1,666	+ 287
Personal Service.....	2,946	8,437	11,383	+ 797
GRAND TOTAL	57,541	39,613	97,154	+ 651

**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX,
AS AT DECEMBER 31, 1962⁽¹⁾**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional & Managerial Workers.....	9,438	1,965	11,403
Clerical Workers.....	18,672	42,496	61,168
Sales Workers.....	8,902	11,724	20,626
Personal & Domestic Service Workers.....	40,037	26,897	66,934
Seamen.....	4,114	66	4,180
Agriculture, Fishing, Forestry (Ex. log.).....	7,730	701	8,431
Skilled and Semi-Skilled Workers.....	211,856	23,724	235,580
Food and kindred products (incl. tobacco).....	1,977	664	2,641
Textiles, clothing, etc.....	4,102	15,588	19,690
Lumber and lumber products.....	23,138	199	23,337
Pulp, paper (incl. printing).....	1,512	551	2,063
Leather and leather products.....	1,481	1,264	2,745
Stone, clay & glass products.....	764	63	827
Metalworking.....	15,967	878	16,845
Electrical.....	2,727	1,097	3,824
Transportation equipment.....	935	41	976
Mining.....	2,646	—	2,646
Construction.....	67,146	9	67,155
Transportation (except seamen).....	40,180	111	40,291
Communications & public utility.....	1,062	1	1,063
Trade and Service.....	6,449	1,953	8,402
Other skilled and semi-skilled.....	29,087	965	30,052
Foremen.....	5,070	238	5,308
Apprentices.....	7,613	102	7,715
Unskilled Workers.....	172,826	29,856	202,682
Food and tobacco.....	8,049	10,796	18,845
Lumber & lumber products.....	18,580	396	18,976
Metalworking.....	7,584	561	8,145
Construction.....	91,293	1	91,294
Other unskilled workers.....	47,320	18,102	65,422
GRAND TOTAL.....	473,575	137,429	611,004

⁽¹⁾Preliminary—subject to revision.

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT
DECEMBER 31, 1962**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) Dec. 31 1962	Previous Year Dec. 29 1961		(1) Dec. 31 1962	Previous Year Dec. 29 1961
Newfoundland	23,495	21,268	Quebec—Concluded		
Corner Brook.....	5,075	4,316	Sorel.....	2,501	2,794
Grand Falls.....	2,591	2,025	Thetford Mines.....	2,317	1,913
St. John's.....	15,829	14,927	Trois-Rivières.....	6,004	5,464
Prince Edward Island	4,698	4,447	Val d'Or.....	1,713	1,530
Charlottetown.....	2,883	2,645	Valleyfield.....	2,695	2,617
Summerside.....	1,815	1,802	Victoriaville.....	2,602	2,304
Nova Scotia	28,142	27,119	Ville St. Georges.....	2,819	2,618
Amherst.....	1,350	1,190	Ontario	179,398	188,875
Bridgewater.....	1,881	1,658	Amprior.....	438	461
Hallifax.....	5,918	4,966	Barrie.....	1,357	1,408
Inverness.....	969	981	Belleville.....	1,759	2,068
Kentville.....	2,516	2,241	Bracebridge.....	1,213	1,431
Liverpool.....	659	629	Brampton.....	1,299	1,380
New Glasgow.....	3,800	3,608	Brantford.....	2,709	3,213
Springhill.....	1,043	1,020	Brockville.....	730	708
Sydney.....	4,273	5,067	Carleton Place.....	371	333
Sydney Mines.....	1,516	1,433	Chatham.....	2,568	2,541
Truro.....	1,950	1,959	Cobourg.....	955	956
Yarmouth.....	2,267	2,367	Collingwood.....	1,050	1,063
New Brunswick	28,916	27,334	Cornwall.....	3,151	3,659
Bathurst.....	4,769	4,930	Elliot Lake.....	424	638
Campbellton.....	2,232	1,804	Fort Erie.....	808	750
Edmundston.....	1,923	2,125	Fort Frances.....	702	785
Fredericton.....	2,142	1,625	Fort William.....	2,922	2,922
Minto.....	383	420	Galt.....	1,375	1,594
Moncton ⁽²⁾	7,669	7,286	Gananoque.....	360	460
Newcastle.....	2,731	2,477	Goderich.....	700	777
Saint John.....	3,341	3,261	Guelph.....	1,544	2,110
St. Stephen.....	1,467	1,421	Hamilton.....	11,625	13,819
Sussex.....	666	627	Hawkesbury.....	1,043	947
Woodstock.....	1,593	1,858	Kapuskasing.....	860	892
Quebec	195,639	187,701	Kenora.....	1,156	1,126
Alma.....	2,655	2,487	Kingston.....	2,179	2,485
Asbestos.....	1,003	666	Kirkland Lake.....	950	1,502
Baie Comeau.....	1,131	1,096	Kitchener.....	3,070	3,375
Beauharnois.....	1,355	1,464	Leamington.....	1,646	910
Buckingham.....	1,231	1,160	Lindsay.....	666	784
Causapsal.....	1,844	1,810	Listowel.....	417	515
Chandler.....	2,158	2,136	London.....	5,190	4,288
Chicoutimi.....	2,344	2,445	Long Branch.....	3,224	3,656
Cowansville.....	465	403	Midland.....	1,328	1,477
Dolbeau.....	1,317	1,274	Napanee.....	841	857
Drummondville.....	2,453	2,487	New Liskeard ⁽³⁾	654	1,369
Farnham.....	620	744	Newmarket.....	1,331	3,030
Forestville.....	812	927	Niagara Falls.....	2,824	3,030
Gaspé.....	1,792	1,694	North Bay.....	1,981	1,815
Granby.....	3,394	3,033	Oakville.....	777	876
Hull.....	4,215	3,997	Orillia.....	1,086	1,108
Joliette.....	4,596	4,543	Oshawa.....	4,612	4,611
Jonquière.....	3,127	2,799	Ottawa.....	5,543	6,794
Lachute.....	1,252	935	Owen Sound.....	1,823	1,919
Lac Mégantic.....	1,266	1,098	Parry Sound.....	654	757
La Malbaie.....	2,085	2,148	Pembroke.....	1,850	1,992
La Tuque.....	804	1,131	Perth.....	606	668
Lévis.....	3,958	4,072	Peterborough.....	2,979	3,537
Louiseville.....	1,312	1,225	Pictou.....	569	572
Magog.....	829	722	Port Arthur.....	3,472	4,757
Maniwaki.....	731	772	Port Colborne.....	1,572	1,132
Matane.....	2,992	2,644	Prescott.....	913	978
Mont-Laurier.....	985	991	Renfrew.....	734	598
Montmagny.....	2,183	2,030	St. Catharines.....	4,292	4,903
Montréal.....	64,315	61,778	St. Thomas.....	1,596	1,259
New Richmond.....	1,791	1,880	Sarnia.....	2,480	2,960
Port Alfred.....	1,419	1,388	Sault Ste. Marie.....	3,417	3,137
Québec.....	13,522	13,201	Simcoe.....	1,775	1,432
Rimouski.....	3,998	4,581	Sioux Lookout see footnote ⁽⁴⁾	—	255
Rivière du Loup.....	4,897	4,750	Smiths Falls.....	574	552
Roberval.....	1,415	1,491	Stratford.....	827	896
Rouyn.....	2,367	2,375	Sturgeon Falls.....	1,043	1,086
Ste. Agathe des Monts.....	1,080	906	Sudbury.....	5,565	3,826
Ste. Agathe des Monts.....	1,194	1,065	Tillsonburg.....	769	419
Ste. Anne de Bellevue.....	2,697	2,365	Timmins.....	1,725	2,286
Ste. Thérèse.....	2,563	2,453	Toronto.....	41,472	45,579
St. Hyacinthe.....	2,606	2,226	Trenton.....	804	838
St. Jean.....	3,326	2,485	Walkerton.....	715	919
St. Jérôme.....	2,408	2,422	Wallaceburg.....	2,419	2,630
Sept-Îles.....	4,881	4,847	Welland.....	3,491	3,725
Shawinigan.....	5,690	5,365	Weston.....	8,453	9,512
Sherbrooke.....			Windsor.....	831	998
			Woodstock.....		

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT
DECEMBER 31, 1962**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) Dec. 31 1962	Previous Year Dec. 29 1961		(1) Dec. 31 1962	Previous Year Dec. 29 1961
Manitoba	29,148	30,269	British Columbia	68,526	71,284
Brandon.....	2,626	2,826	Chilliwack.....	2,431	2,670
Dauphin.....	1,831	1,987	Courtenay.....	1,559	1,731
Flin Flon.....	198	248	Cranbrook.....	1,306	1,026
Portage la Prairie.....	1,327	1,530	Dawson Creek.....	1,247	998
The Pas.....	509	423	Duncan.....	1,270	1,264
Winnipeg ⁽⁴⁾	22,657	23,255	Kamloops.....	1,531	1,636
Saskatchewan	21,002	22,949	Kelowna.....	1,401	1,911
Estevan.....	457	537	Kitimat.....	179	213
Lloydminster.....	474	606	Mission City.....	1,352	1,683
Moose Jaw.....	1,600	1,813	Nanaimo.....	1,556	1,385
North Battleford.....	1,394	1,406	Nelson.....	1,030	1,279
Prince Albert.....	3,004	2,750	New Westminster.....	9,709	10,652
Regina.....	4,902	5,613	Penticton.....	1,665	1,907
Saskatoon.....	4,764	5,120	Fort Alberni.....	762	770
Swift Current.....	1,009	1,273	Prince George.....	2,494	1,716
Weyburn.....	484	630	Prince Rupert.....	1,853	1,688
Yorkton.....	2,914	3,201	Princeton.....	529	716
Alberta	32,040	33,790	Quensnel.....	810	970
Blairmore.....	495	547	Trail.....	1,006	1,112
Calgary.....	10,484	10,005	Vancouver.....	28,546	28,976
Drumheller.....	561	584	Vernon.....	1,950	2,453
Edmonton.....	13,235	14,739	Victoria.....	3,683	3,956
Edson.....	492	480	Whitehorse.....	657	572
Grande Prairie.....	861	881	CANADA	611,004	615,036
Lethbridge.....	3,085	3,323	Males.....	473,575	478,470
Medicine Hat.....	1,575	1,628	Females.....	137,429	136,566
Red Deer.....	1,252	1,603			

⁽¹⁾Preliminary subject to revision.

⁽²⁾Includes 897 registrations reported by the Magdalen Islands Local office.

⁽³⁾Prior to May 1962, figures included with Kirkland Lake local office.

⁽⁴⁾Winnipeg includes Sioux Lookout as of November 1, 1962.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, D.B.S. from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 1432, December 1962 issue.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1962—October.....	4,040,000	3,795,900	244,100
September.....	3,977,000	3,779,200	197,800
August.....	3,995,000	3,796,300	198,700
July.....	3,976,000	3,764,000	212,000
June.....	3,954,000	3,739,700	214,300
May.....	3,889,000	3,625,100	263,900
April.....	4,064,000	3,499,500	564,500
March.....	4,144,000	3,456,500	687,500
February.....	4,161,000	3,442,300	718,700
January.....	4,158,000	3,459,500	698,500
1961—December.....	4,139,000	3,537,800	601,200
November.....	4,023,000	3,637,000	386,000
October.....	3,940,000	3,671,300	268,700

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY
NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,
AND PERCENTAGE POSTAL, NOVEMBER 30, 1962**

(Counted on last working day of the month)

SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, D.B.S

Province and Sex	Total Claimants	Number of weeks on claim (based on 20 per cent sample)							Percent- age Postal	Novem- ber 30, 1961 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	374,191	180,702	50,585	55,354	29,112	16,526	10,350	31,562	34.8	385,964
Male.....	274,881	142,869	39,099	40,198	18,240	9,892	5,789	18,794	37.0	286,374
Female.....	99,310	37,833	11,486	15,156	10,872	6,634	4,561	12,768	28.6	99,590
Newfoundland.....	14,032	7,268	2,093	1,864	844	491	356	1,116	74.6	13,810
Male.....	12,720	6,873	1,951	1,708	692	388	265	843	75.9	12,647
Female.....	1,312	395	142	156	152	103	91	273	62.0	1,163
Prince Edward Island....	2,504	1,582	286	283	137	63	29	124	71.1	1,850
Male.....	1,914	1,225	229	208	103	43	20	86	73.5	1,357
Female.....	590	357	57	75	34	20	9	38	63.6	493
Nova Scotia.....	19,320	8,610	2,349	2,762	1,661	1,125	522	2,291	47.6	18,546
Male.....	15,998	7,382	1,934	2,348	1,270	852	392	1,820	48.7	15,203
Female.....	3,322	1,228	415	414	391	273	130	471	42.3	3,343
New Brunswick.....	17,990	9,354	2,410	2,335	1,239	783	436	1,433	59.8	14,962
Male.....	14,269	7,564	2,030	1,820	928	587	303	1,037	60.9	11,436
Female.....	3,721	1,790	380	515	311	196	133	396	55.6	3,526
Quebec.....	111,469	52,759	16,139	16,274	8,851	4,929	3,318	9,199	30.0	107,561
Male.....	82,014	41,558	12,548	11,792	5,978	3,073	1,788	5,277	31.3	77,910
Female.....	29,455	11,201	3,591	4,482	2,873	1,856	1,530	3,922	26.3	29,651
Ontario.....	109,821	51,644	13,969	17,386	8,800	4,860	2,956	10,206	24.9	121,689
Male.....	74,468	38,302	9,925	11,861	4,859	2,530	1,487	5,504	25.2	86,773
Female.....	35,353	13,342	4,044	5,525	3,941	2,330	1,469	4,702	24.3	34,916
Manitoba.....	18,705	9,541	2,861	2,605	1,217	705	409	1,367	27.2	18,497
Male.....	14,190	7,763	2,320	1,809	786	367	244	901	30.3	13,989
Female.....	4,515	1,778	541	796	431	338	165	466	17.3	4,508
Saskatchewan.....	11,641	6,291	1,541	1,536	741	392	258	882	48.8	13,790
Male.....	8,813	5,429	1,296	990	349	165	127	457	52.2	10,759
Female.....	2,828	862	245	546	392	227	131	425	38.4	3,031
Alberta.....	22,393	11,798	2,930	3,124	1,606	934	552	1,449	60.0	22,738
Male.....	16,474	9,669	2,288	2,237	714	451	276	839	64.6	16,968
Female.....	5,919	2,129	642	887	892	483	276	610	47.4	5,770
British Columbia.....	46,316	21,855	6,007	7,185	4,016	2,244	1,514	3,495	28.0	52,521
Male.....	34,021	17,104	4,578	5,425	2,561	1,436	887	2,030	30.3	39,332
Female.....	12,295	4,751	1,429	1,760	1,455	808	627	1,465	21.7	13,189

Note: Values less than 50 subject to relatively large sampling variability.

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE,
NOVEMBER 1962**

Source: Statistical Report on the Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	9,599	7,863	1,736	5,728	4,465	1,263	5,221
Prince Edward Island.....	1,990	1,664	326	1,090	878	212	1,050
Nova Scotia.....	10,891	8,115	2,776	8,277	6,344	1,933	4,625
New Brunswick.....	11,913	9,091	2,822	9,059	7,329	1,730	4,822
Quebec.....	70,944	50,344	20,600	57,810	45,522	12,288	28,343
Ontario.....	71,210	49,987	21,223	59,723	45,421	14,302	27,374
Manitoba.....	13,675	10,110	3,565	9,503	7,452	2,051	6,004
Saskatchewan.....	8,533	6,621	1,912	5,644	4,395	1,249	4,267
Alberta.....	14,846	10,345	4,501	12,230	9,513	2,617	7,020
British Columbia (incl. Yukon Territory).....	29,962	21,532	8,430	25,196	18,569	6,627	10,744
Total, Canada, November 1962.....	243,563	175,672	67,891	194,160	149,888	44,272	99,470
Total, Canada, October 1962.....	150,444	95,524	54,920	131,265	91,890	39,375	50,067
Total, Canada, November 1961.....	252,551	178,400	74,151	212,546	159,464	53,082	87,889

*In addition, revised claims received numbered 35,639.

†In addition, 35,517 revised claims were disposed of. Of these, 3,615 were special requests not granted and 2,353 appeals by claimants. There were 8,943 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, NOVEMBER 1962

Source: Statistical Report on the Operation of the Unemployment Insurance Act, D.B.S.

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	23,546	554,733
Prince Edward Island.....	3,244	67,271
Nova Scotia.....	40,216	895,052
New Brunswick.....	35,754	798,324
Quebec.....	236,735	5,654,041
Ontario.....	256,303	6,094,820
Manitoba.....	38,581	921,087
Saskatchewan.....	20,812	486,673
Alberta.....	43,017	1,045,647
British Columbia (including Yukon Territory).....	95,713	2,416,025
Total, Canada, November 1962.....	793,921	18,933,673
Total, Canada, October 1962.....	672,646	15,753,741
Total, Canada, November 1961.....	881,230	20,938,313

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1961—December.....	129.8	124.5	133.8	113.7	141.1	156.8	146.3	117.3
1962—February.....	129.8	125.0	134.0	111.8	140.7	157.2	146.7	117.2
March.....	129.7	124.4	134.0	112.9	139.9	157.2	146.7	117.5
April.....	130.3	125.8	134.0	113.2	140.2	158.1	146.6	117.9
May.....	130.1	124.5	134.5	112.8	140.4	158.2	147.1	117.9
June.....	130.5	125.6	134.9	113.1	140.4	158.2	147.0	117.9
July.....	131.0	127.0	135.1	112.9	140.7	158.4	147.8	117.9
August.....	131.4	128.4	135.1	112.7	140.8	158.2	147.8	118.0
September.....	131.0	126.8	135.2	113.3	140.3	158.2	147.6	118.0
October.....	131.5	127.2	135.4	115.6	139.9	160.0	147.8	118.0
November.....	131.9	127.7	135.6	116.0	140.6	159.8	148.2	117.8
December.....	131.9	127.8	135.7	115.8	140.2	159.8	148.2	117.8
1963—January.....	132.0	129.0	135.9	114.7	139.8	159.8	148.6	117.8

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF DECEMBER 1962

(1949=100)

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal care	Recreation and reading	Tobacco and Alcohol
	Dec. 1961	Nov. 1962	Dec. 1962							
①St. John's, Nfld..	116.5	118.1	118.1	112.3	114.6	112.0	123.6	154.7	152.1	101.1
Halifax.....	129.5	130.9	130.8	122.3	134.4	125.8	139.6	163.2	164.8	124.5
Saint John.....	130.7	131.4	131.9	125.5	131.8	122.8	144.0	184.8	150.7	124.5
Montreal.....	130.9	132.0	132.3	133.5	134.8	108.6	160.8	169.0	143.8	118.7
Ottawa.....	131.6	132.7	132.7	127.1	137.7	121.2	152.0	163.8	143.9	123.8
Toronto.....	131.9	133.2	133.0	125.7	139.7	120.7	132.0	156.0	185.1	121.8
Winnipeg.....	128.9	130.1	130.1	128.1	129.5	121.4	135.1	173.2	141.1	120.4
Saskatoon-Regina..	126.1	128.0	128.3	125.2	127.4	128.1	136.9	144.8	148.2	119.5
Edmonton-Calgary	125.8	127.4	127.4	122.4	127.5	125.7	131.0	162.8	144.6	119.5
Vancouver.....	130.1	130.6	130.6	127.6	134.8	118.9	138.4	150.3	146.2	121.0

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

①St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 103, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1957-1962

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
1959.....	203	218	100,127	2,286,900	0.19
1960.....	268	274	49,408	738,700	0.06
1961.....	272	287	97,959	1,335,080	0.11
1961: December.....	13	40	22,000	140,890	0.13
*1962: January.....	20	40	9,174	85,420	0.08
February.....	15	44	10,855	72,070	0.07
March.....	30	46	12,426	143,890	0.14
April.....	18	40	12,328	142,770	0.14
May.....	23	45	17,333	139,700	0.12
June.....	27	53	14,545	260,650	0.11
July.....	24	47	16,775	153,650	0.07
August.....	35	54	11,531	74,540	0.10
September.....	23	48	10,482	116,350	0.10
October.....	21	42	9,957	108,040	0.10
November.....	29	49	9,565	76,740	0.07
December.....	13	29	3,641	56,660	0.05

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, DECEMBER 1962, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	1	38	950
Mines.....			
Manufacturing.....	16	3,269	52,200
Construction.....	4	123	890
Transpn. & utilities.....	2	32	530
Trade.....	4	79	1,250
Finance.....			
Service.....			
Public administration...	2	100	840
All industries.....	29	3,641	56,660

TABLE G-3—STRIKES AND LOCKOUTS, DECEMBER 1962, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island..			
Nova Scotia.....	1	23	50
New Brunswick.....			
Quebec.....	6	2,108	44,640
Ontario.....	14	969	8,570
Manitoba.....			
Saskatchewan.....			
Alberta.....		40	640
British Columbia.....	7	501	2,760
Federal.....			
All jurisdictions....	29	3,641	56,660

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
DECEMBER 1962**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			Decem- ber	Accu- mulated		
MANUFACTURING <i>Tobacco Products</i> Rothmans of Pall Mall Canada Toronto, Ont.	Tobacco Workers Loc. 319 (AFL-CIO/CLC)	260	2,990	2,990	Dec. 5 Dec. 20	Wages, hours~8¢ an hr. in- crease first yr., 4¢ an hr. second yr.; reduction in weekly hours from 40-37½, other improved benefits.
<i>Rubber</i> Dominion Rubber, Kitchener, Ont.	Rubber Workers Loc. 80 (AFL-CIO/CLC)	131 (235)	330	330	Dec. 14 Dec. 19	Disciplinary suspension of one worker~Return of work- ers.
<i>Wood</i> Tahsis Co., Tahsis, B.C.	Woodworkers Loc. 1-85 (AFL-CIO/CLC)	300	300	1,200	Nov. 28 Dec. 4	Discharge of one worker~ Return of workers.
<i>Primary Metals</i> Quebec Iron & Titanium, Tracy, Que.	Metal Trades' Federation (CNTU)	745	18,630	86,360	Aug. 28	New agreement~
<i>Transportation Equipment</i> York Gears, Toronto, Ont.	Auto Workers Loc. 984 (AFL-CIO/CLC)	242	1,210	1,330	Nov. 30 Dec. 10	Wages, hours ~ Return of workers, further negotiations
<i>Chemical Products</i> Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local	1,239 (40)	24,780	124,810	Aug. 17	Management rights, job eval- uation, seniority rights~

Figures in parentheses indicate the number of workers indirectly affected.



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WORKING CONDITIONS
IN MANUFACTURING,
1962 (p. 197)



COLLECTIVE BARGAINING SETTLEMENTS, p. 219

DÉPARTEMENT OF LABOUR
Vol. LXIII No. 3
MARCH 29, 1963

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Advisory Councils and Committees

Six advisory bodies assist Minister of Labour and Department of Labour in many matters within their jurisdiction, and another reports through the Minister

Six advisory bodies, on most of which labour has representation, assist the Minister of Labour and the Department of Labour in many matters within their jurisdiction: technical, vocational and apprenticeship training; technological education; and rehabilitation of disabled persons. Another advisory committee reports to Parliament through the Minister. Three advisory committees have been established under Acts of Parliament administered by the Department. One advisory body was set up as a subcommittee of one of these three.

Two advisory committees were convened by the Department to advise on certain of its research activities.

The National Technical and Vocational Training Advisory Council was established under the Technical and Vocational Training Assistance Act passed in 1960, which replaced the 1942 Vocational Training Co-ordination Act.

Consisting of 23 members appointed by the Governor in Council, with one member designated as chairman, the Council meets twice each year. Three of the present members represent employer organizations, and three represent employee organizations. Other members represent organizations of women, veterans, farmers, teachers and professional engineers, and provincial governments.

The National Apprenticeship Training Advisory Committee, formed under the former Vocational Training Co-ordination Act, is composed of a chairman and 11 members, representing the provinces, organized labour and employers.

This Committee advises on the drafting and administration of the federal-provincial Apprenticeship Training Agreement.

Establishment of the **National Advisory Committee on Technological Education** was recommended by the First National Conference on Technological Education in Canada in May 1961 (L.G. 1961, p. 546). At its first meeting, the National Technical and Vocational Training Advisory Council acted on the recommendation and set the Committee up as a subcommittee of the Council. The Committee, which consists of a chairman and 11 members, met for the first time in June 1961.

Its function is to advise on the development and co-ordination of interprovincial

programs for educating technicians or technologists.

The National Advisory Council on the Rehabilitation of Disabled Persons, established under the Vocational Rehabilitation of Disabled Persons Act, passed in 1961, replaced a Committee having the same title.

The Council was appointed under the new Act to advise the Minister of Labour on matters relevant to the vocational rehabilitation of disabled persons.

The Act provides that the Council shall have 25 members: one member from each of the 10 provinces, ten members chosen on the joint recommendation of the Minister of Labour and the Minister of National Health and Welfare, and four members representing the Departments of Labour, National Health and Welfare and Veterans Affairs, and the Unemployment Insurance Commission, and one member to be chairman.

The Advisory Committee on Professional Manpower was convened by the Department of Labour in February 1956 "to serve as a forum for the exchange of ideas and opinions on the subject of professional and scientific manpower in Canada, and to act as a consultative body" to assist the Department in its work in this field (L.G. 1956, p. 391).

Representatives on this Committee come from professional associations, educational groups, and government departments and agencies.

The Advisory Committee on Technological Change was convened by the Department of Labour and met for the first time in November 1957 (L.G. 1957, p. 1420). Its function is to provide the Department with technical advice relative to its research on technological changes occurring in industry and their effects on manpower. The 20 members of this Committee represent labour, management and government, with one of its members representing university interests.

The Unemployment Insurance Advisory Committee was established under the Unemployment Insurance Act. The Committee consists, in the words of the Act, "of a chairman and not less than six nor more than eight other members appointed by the Governor in Council to hold office during pleasure.

(Continued on page 199)

50 Years Ago This Month

Report of 1913 conciliation board in dispute between B.C. metalliferous mines and mineworkers over employees' demand for 50-cent-a-day wage increase rejects claim. Minority report by union nominee says increase requested was moderate

The report of a conciliation board appointed under the Industrial Disputes Investigation Act, 1907, to inquire into a dispute between various owners of metalliferous mines in eastern British Columbia and their employees, which was received by the Minister on February 4, 1913, was published in the LABOUR GAZETTE of March of that year.

The majority report was signed by the chairman and the companies' nominee; a minority report was submitted by the miners' nominee.

The point at issue in the dispute was a claim by the men, about 1,200 of whom were directly affected, for a wage increase of 50 cents a day. The majority report stated that this claim had been made on two grounds: first, that the cost of living had increased, while there had been little increase in wages; and, second, that the price of metals had increased during the previous year.

The majority report dealt only with the contention that the cost of living had increased more than wages, and with the ability of the companies to pay the increase demanded. It did not directly refer to the increase in the price of metals as a ground for granting the men's demand.

The report mentioned some of the points brought out at the hearings regarding the financial position of the men. The facts mentioned included the following:

—The men demanded and obtained in both food and clothing the best of their kind, and this fact was more marked than it had been a few years before.

—The boarding house at which 80 per cent of the workers, including some married men, lived and which was maintained by the mine-owners, made a flat charge of \$1 a day. This charge had remained constant throughout past years.

—The secretary of one of the unions, a married man whose monthly pay cheque averaged \$88, was not in debt, owned his own house and some other real estate, and some mining stock bought out of his earnings. He carried no insurance.

—Another married man who boarded at the company's boarding house owned his own house in a nearby town, where his wife and four children lived for the sake

of the children's education. He carried insurance and had a bank balance.

—A single man, 26 years old, said that he was qualified as a miner, timber framer and timber framer's helper. He earned from \$3 to \$4 a day, and he stated that he could not live as he considered he ought to be able to live on this wage. He went on to say that seven months at a time was as long as a miner could stand the work, day in and day out. Therefore he would only work about seven months in the year. He thought that a miner ought to have \$1,800 a year to make life worth living, in other words a wage of \$9 a day.

—Another single man said that he could not live on his present wage. He admitted, however, that since he had come to British Columbia in 1895 he had, as the report put it, "put into the ground in mineral claims which he owned between \$6,000 and \$7,000, including his own time, and that this came from his earnings as a miner."

The majority report said that, although there might be some shyness or diffidence in coming forward, "if the claim for an increase had been deeprooted in the increased cost of living, witnesses would not have been lacking."

Considering the evidence given by the men and the companies, the majority report stated that the opinion of the board was that "the present conditions in this district and in the mines concerned do not justify any increase in the scale of wages prevailing . . . or any disturbance of the relations now existing between employees and employers . . ."

The miners' representative, in his minority report, dealt first with the claim to a wage increase based on the increase in the price of metals. He entirely rejected this as grounds for a wage claim, saying in part, "The worker selling his only commodity (physical and mental energy) is subject to these inexorable economic laws, i.e., cost of production and the law of supply and demand; hence, the higher or lower price of metals is, in plain English, none of his business."

His final conclusion was that if, as the evidence showed, the men's standard of living had fallen owing to the rise in prices, the increase asked for was a moderate one.

Modify Terms for Federal Aid to School Construction

A modification was announced last month in the arrangements for the federal Government's contribution toward provincial expenditures in respect to technical and vocational training construction projects under the Technical and Vocational Training Assistance Act. The 75-per-cent federal contribution will now apply to that part of the construction carried out before October 1, 1963 on approved projects for which contracts have been awarded before April 1, 1963.

This is similar to a provision made last fall covering the purchase and installation of equipment in technical and vocational schools.

Before the modification, the federal contribution was scheduled to be reduced on April 1 from 75 to 50 per cent.

The Minister of Labour said, when announcing the modification, that the main purpose of the contribution of 75 per cent

during the initial period of the joint-federal-provincial agreement was to stimulate the development of much needed training facilities. In spite of their best efforts, some provinces have been unable to make as much progress in developing their new training facilities by March 31, 1963 as they planned and thus it is desirable to have the 75-per-cent federal contribution apply over a further six-month period.

Up to mid-February, federal approval had been given for new construction on 468 technical and vocational high schools, institutes of technology and trade schools across Canada. These facilities will provide accommodation for 130,000 students.

The estimated cost of these projects, additions, alterations and equipment will be in excess of \$457,000,000, of which the federal Government contribution totals \$292,000,000.

Technician in Science, Engineering Is Subject of New Monograph

A new release in the "Canadian Occupations" series of occupational monographs, *Technicians in Science and Engineering*, instead of being concerned with only one occupation, deals with a whole group of occupations, the scientific and engineering technician occupations.

These occupations are similar in that they all require knowledge that cannot be picked up in the course of a normal day's work. They require a knowledge of physical sciences, engineering and mathematical subjects such as can be obtained by completion of a prescribed course of study at an institute of technology, or its equivalent in part-time studies.

"Scientists are reaching into the future to discover new laws and principles; engineers are applying those laws and principles to provide us with a myriad of goods and services which were unknown at the turn of the present century," the bulletin says. But the scientists and engineers require the assistance of "the services of many people with varied backgrounds and with many different kinds of skill, knowledge and experience." It is with this group that the new bulletin is concerned.

The publication deals with the history and importance of these technicians, the

nature of their work, their fields of work—i.e., electrical, mechanical, aeronautical, etc.—their preparation and training, their advancement and earnings, the organizations that represent them, their outlook for employment, and the ways in which they may seek and find employment.

The monograph is profusely illustrated with photographs of many scientific and engineering technicians at work.

Appeals to Umpire Increase; 255 Received during 1962

The office of the Umpire, Unemployment Insurance Commission, received a total of 255 appeals in 1962, compared with 174 in 1961. In addition, 50 appeals were carried over from 1961, compared with a carry-over of 43 appeals from 1960 to 1961.

Appeals disposed of during the year numbered 237, leaving 68 pending on December 31, 1962. Appeals disposed of during 1961 numbered 167; during 1960 there were 126.

The Umpire signed 211 decisions in 1962, compared with 166 in 1961 and 121 in 1960.

Most appeals concern benefit cases; only a few are coverage cases. Of the appeals in 1962, only 27 were coverage cases; 278 were benefit cases.

Hold Third Labour-Management-University Seminar at Saskatoon

At the end of a two-day national labour-management seminar in Saskatoon at the end of January, labour and management leaders agreed on the urgent need to co-operate for the common good in solving economic and social problems confronting Canada.

More than 100 delegates representing labour, management, government, education and agriculture met under the sponsorship of the University of Saskatchewan, the Saskatchewan Productivity Council and the National Productivity Council.

The first and second seminars were conducted at Kingston in March 1962 and Halifax in September 1962. The Saskatoon seminar was followed at the same location on January 25 by the 11th regular meeting of the NPC.

The meeting recommended that "continuing labour-management-government-university conferences be held, the participants to be from top levels of each field and the body to be constituted on a formalized basis."

The proposed body should have "the objective of identifying—and agreeing upon—common problems that appear to be capable of solution by co-operative efforts."

Another recommendation adopted by the delegates declared that "a change in attitude is required in order that a better spirit of trust and co-operation between labour and management be created."

The seminar recommended that, "to overcome prejudicial attitudes of management and labour toward each other, both groups consider it a necessity that top level meetings, such as this seminar, must continue in order to overcome the two great fallacies of labour-management philosophy: that management does not believe in employee security and that labour does not believe in the profit system."

The meeting recommended also that the National Productivity Council provide a wide distribution of the report of last year's mission to Europe (L.G., Nov. 1962, p. 1261) so that it might be used as study material for labour and management groups, and that the Council consider providing speakers to aid in the dissemination of the report's contents.

A final resolution urged the NPC to "explore the feasibility of developing discussion at the national level by groups fully representative of employees and employers and with adequate regional representation of each."

At the seminar, Dr. A. E. Safarian, Head of the Economic and Political Science

Department, University of Saskatchewan, told the participants that the challenge to the Canadian economy in the next decade would be to compete in world markets. Speaking on "The Economic Facts in Canada Today," he asserted that major organizational changes and more specialization in product lines within the context of full employment were required to generate greater demand in domestic and foreign markets.

Three major sources of economic growth, requiring greater emphasis in Canada, were defined by Dr. Safarian as education and training, the advance and application of technological and organizational knowledge, and the growing size of markets. He suggested that increases in the size of the labour force and capital investment may have been over-emphasized in the past as economic growth factors.

Canada had not yet fully recognized the role of increased productivity in achieving greater economic growth, he added. The key to raising productivity in secondary manufacturing industries was to increase the size of the market, he stressed.

Labour leaders at the seminar expressed serious concern over current economic and social problems such as balance of payments and unemployment. They stated that the Canadian labour movement remains ready to participate in high level labour-management-government joint consultation and co-operation projects provided economic planning for full employment is accepted. They also wanted recognition of trade unions as economic partners with freedom to organize a higher percentage of the labour force.

Members on joint consultative bodies must officially represent central labour and management organizations to be effective, they emphasized, and such bodies should be recognized as advisors to the government on economic as well as productivity matters.

The seminar was told in a luncheon address by H. George DeYoung, Chairman of the National Productivity Council, that Canada's competitive ability could not be improved until a climate of co-operation and trust between management and labour had been established.

Oakley Dalgleish, Editor and Publisher of the *Globe and Mail*, Toronto, guest dinner speaker, declared that management and labour must change their traditional attitudes toward each other at the local as well as the national level in order to achieve real labour-management co-operation.

Government Employees Report 18,800 Work Injuries in 1961-62

With a total of 228,000 employees covered by the Government Employees Compensation Act during the fiscal year 1961-62, the number of work injuries reported was 18,762, according to the 10th annual report of the Government Employees Compensation Branch of the Department of Labour. Employees covered numbered 3,000 more than in the previous year; injuries reported, 380 more.

In other words, one employee in every 13 had an accident of some kind. Of these injuries, however, 11,709 were minor.

Compensation was paid in 2,870 cases, injury leave cases numbered 3,582, and 566 claims were rejected. Permanent disabilities numbered 11, and fatalities, 24. The number of claims settled during the year was 18,010.

The total cost of all compensation benefits paid was \$2,468,192, an increase of 5 per cent compared with the previous year. This sum does not include the amounts paid to the 10 provincial Workmen's Compensation Boards for their services under the Act, which totalled \$290,100 during the year. A total of \$489,770, however, was recovered from certain crown agencies.

The total direct cost of accidents and injuries suffered by persons employed in the federal public service was \$3,445,000. This amounts to a little more than \$15 per person for all employees covered by the Act. The total number of days lost was 107,956, the equivalent of year-round employment for about 450 employees.

Industrial Relations Conference Planned by B.C. Government

The establishment of a planning committee to organize the British Columbia Conference on Industrial Relations was announced last month. The holding of the conference, on June 26-28, was announced in the Speech from the Throne in the provincial Legislature.

The planning committee consists of representatives of trade unions, employers organizations, the University of British Columbia, and the provincial Department of Labour. Dr. J. T. Montague, formerly of the federal Department of Labour, and now Director of the Industrial Relations Institute of the University of British Columbia, is one of the members of the planning committee.

Hon. L. R. Peterson, Minister of Labour for British Columbia, said in speaking before the Legislature on the subject that

the purpose of the conference was to bring together representatives of management and labour to discuss their common problems in collective bargaining at a time other than during such bargaining, and to hear the views of speakers who have a special knowledge of the subject.

The purpose and objectives of the conference will be: (1) To identify the objectives of collective bargaining; (2) To identify areas of co-operation between government, labour, and industry with respect to industrial relations in British Columbia; and (3) To identify possible studies and co-operative programs.

Representatives of trade unions, employers, employers' organizations, and other interested parties are being invited to attend.

Other members of the planning committee are: R. B. McDonell, representing the Canadian Manufacturers' Association, (B.C. Division); E. P. O'Neal, representing the British Columbia Federation of Labour; R. K. Gervin, representing the Vancouver Builders Exchange; H. F. Taft, representing the Vancouver and New Westminster and District Building and Construction Trades Council; John Billings, representing Forest Industrial Relations Limited; and F. Fieber, representing the International Woodworkers of America.

Current Reports on Progress Of Labour Bills Now Available

Seven of the provincial Legislatures were in session on February 20, and the remainder were expected to open shortly. The Speeches from the Throne indicated that a number of bills of interest to labour would be introduced.

The Ontario Speech from the Throne stated that the House would be asked to pass the Ontario Portable Pensions Bill and to amend safety legislation, including The Construction Hoists Act, The Construction Safety Act and The Boilers and Pressure Vessels Act. The Labour Relations Act is to be amended and legislation to give civil servants bargaining rights and to establish a Civil Service Arbitration Board is to be introduced.

The Quebec Speech from the Throne indicated that amendments to the labour relations legislation and to the Workmen's Compensation Act would be introduced.

In British Columbia, the Minister of Labour, in an address during the debate on the Speech from the Throne, stated that amendments to the Labour Relations Act would be introduced, which would "enable grievances to be settled more expeditiously

than previously at very little cost to the parties involved."

The Department's Legislation Branch has issued the first of the 1963 series of mimeographed reports on the labour bills and other bills of general labour interest that have been introduced.

The reports cover the provisions of each bill and follow its progress from the time the bill is introduced to the point where it receives Royal Assent or is dropped. These current reports are intended to provide more up-to-date information than it is possible to give in the monthly issues of the *LABOUR GAZETTE*. At the close of the sessions the major developments of the year will be reported in the Labour Law section of the *LABOUR GAZETTE*.

Single copies of these reports are available from the Legislation Branch, Department of Labour, Ottawa.

Old Age Assistance Recipients Increase in Fourth Quarter

The number of persons receiving old age assistance in Canada, and the number receiving blind persons' allowances increased in the fourth quarter of 1962, the Department of National Health and Welfare reports. The number receiving disabled persons' allowances decreased.

Federal expenditures during the quarter increased for old age assistance and blind persons' allowances but decreased for disabled persons' allowances.

Old Age Assistance—The number of persons receiving old age assistance in Canada increased from 102,030 at September 30 to 103,032 at December 31, 1962.

The federal Government's contributions under the federal-provincial scheme totalled \$9,522,575.23 for the quarter, compared with \$9,476,499.25 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$279,661,-570.97.

At December 31, 1962, the average monthly assistance in the provinces ranged from \$58.97 to \$63.10. In all provinces and the Territories, the maximum assistance paid was \$65 a month.

Blind Persons' Allowances—The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,554 at September 30 to 8,611 at December 31, 1962.

The federal Government's contributions under the federal-provincial scheme totalled \$1,217,688.81 for the quarter, compared with \$1,212,406.63 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$39,350,338.12.

At December 31, 1962, the average monthly allowance in the provinces ranged from \$58.96 to \$63.97. In all provinces and the Territories, the maximum allowance paid was \$65 a month.

Disabled Persons' Allowances—The number of persons in Canada receiving allowances under the Disabled Persons Act decreased from 50,493 at September 30 to 50,423 at December 31, 1962.

The federal Government's contributions under the federal-provincial scheme totalled \$4,865,570.91 for the quarter, compared with \$4,891,247.80 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$103,301,-165.68.

At December 31, 1962, the average monthly allowance in the provinces ranged from \$63.59 to \$64.66. In all provinces and the Territories, the maximum allowance paid was \$65 a month.

U.S. Department of Labor Marks 50th Anniversary

The United States Department of Labor on March 4 celebrated the 50th anniversary of its founding in a day of ceremonies that culminated in a dinner attended by President Kennedy.

Three former Secretaries of Labor took part in the festivities: Frances Perkins, James P. Mitchell and Arthur J. Goldberg.

One of the events of the day was the opening of a new permanent exhibit hall in the courtyard of the Department of Labor building. This exhibit consists of pictures, historical objects, and records illustrating the history of the labour movement and the Labor Department.

The law that established the Department was signed by President William Taft on March 4, 1913, the day on which President Woodrow Wilson was inaugurated. For a number of years the Department remained a collection of practically autonomous bureaus under one roof. Only during the past decade, under Secretaries Mitchell, Goldberg, and W. Willard Wirtz, has it developed into a centralized, cohesive unit.

The process of reorganizing the Department, however, began under Secretary Maurice J. Tobin. It was accelerated under Mr. Mitchell, and has been continued under Mr. Goldberg and Mr. Wirtz.

The Manpower Development and Training Act of 1962 marked an important step in the progress of the Department, enabling it to combine its efforts with those of the Department of Health, Education and Welfare in establishing training programs designed to train unemployed workers for new jobs.

Plumbers' John W. Bruce Retires After 52 Years as Organizer



—Bill Rose, Winnipeg Free Press

John W. Bruce, O.B.E., a general organizer in Canada for the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (AFL-CIO/CLC) for more than 52 years, retired in late January.

Mr. Bruce, now in his 88th year, was first elected a general organizer of the Plumbers in 1910. He was re-elected at all subsequent conventions.

The labour leader was born in Melbourne, Australia, and began his union career when he was initiated into Local 46 of the union in Toronto in 1906.

John W. Bruce was a delegate to every convention of the Trades and Labour Congress of Canada for almost 50 years. During the Second World War he served on the Advisory Committee on Industrial Hygiene; he served five consecutive terms as labour representative on the Dominion Council of Health.

In 1945 he was nominated by the TLC as a labour representative on the postwar Committee on Reconstruction and Rehabilitation, and was appointed chairman of the Committee.

On King George VI's Honours List on July 1, 1946, Mr. Bruce was made an Officer of the Order of the British Empire (O.B.E.).

In Parliament Last Month

(page numbers refer to Hansard)

On January 29, during consideration in committee of Bill C-87, to provide for the establishment of a national economic development board, the House passed an amendment to the bill, moved by a private member, that required "consultation with the principal organizations representative of trade unions, farmers and other groups as the Governor in Council may determine" before appointments to the board were made (p. 3225 and 3241).

On January 30, Bill C-110, to amend the Unemployment Insurance Act to bring employees in agriculture under the provisions of the Act was introduced by a private member and read the first time (p. 3251). The 1962-63 estimates of the Department of Labour were introduced by the Minister of Labour, and considered in committee of supply (3266).

On February 1, Bill C-23, to amend the Industrial Relations and Disputes Investigation Act to establish a new system of negotiation and conciliation under the Act (L.G., Nov. 1962, p. 1240) was withdrawn (p. 3366).

On February 4, the Leader of the Opposition moved a non-confidence motion (p. 3409). Later, R. N. Thompson (Red Deer), leader of the Social Credit party, moved an amendment to the amendment, which also expressed non-confidence in the Government (p. 3414).

February 5, after further long debate, the amendment to the amendment was passed on division by 142 votes to 111. Then, the amendment as amended was passed by the same majority (p. 3462). The Prime Minister thereupon announced his intention of advising His Excellency the Governor General the next day and the House adjourned. The 25th Parliament was dissolved on February 6.

At dissolution, the following bills of labour interest had not passed second reading: Bill C-25, to amend the Merchant Seamen Compensation Act; Bill C-26, to amend the Railway Act (responsibility for dislocation costs); Bill C-43, to amend the Canada Fair Employment Practices Act (age discrimination); Bill C-61, to amend the Annual Vacations Act; Bill C-70, to provide for the safety of persons employed (federal works); Bill C-83, respecting industrial change and manpower adjustment; Bill C-85, to limit the hours of work for employees (federal works); Bill C-87, to provide for the establishment of a National Economic Development Board; Bill C-89, to amend the Criminal Code (peaceful picketing).

Working Conditions in Manufacturing, 1962

Proportion of plant workers in Canadian industry who are eligible for four-week vacation with pay has risen from 26 per cent in 1959 to 36 per cent in 1962; of office employees, proportion rises from 32 to 47 per cent over same period

The proportion of plant workers in the Canadian manufacturing industry who are in establishments granting a four-week vacation with pay has risen from 26 per cent in 1959 to 36 per cent in 1962. The proportion in establishments granting a three-week vacation increased from 71 to 73 per cent.

Over the same period, the proportion of office employees eligible for a four-week vacation with pay rose from 32 to 47 per cent, and for a three-week paid vacation, from 82 to 84 per cent.

And the greatest proportion of both plant and office workers required a shorter period of service in 1962 than in 1959 to qualify for the longer vacation. In 1959, for a three-week vacation, 47 per cent of plant workers had to have 15 years service; in 1962, only 34 per cent required this length of service and almost the same proportion, 35 per cent, required service of less than 15 years. Of office employees, 49 per cent in 1959 had to serve 15 years for a three-week vacation; last year only 31 per cent did, and 50 per cent required less than 15 years service for a vacation of that length.

TABLE 1—SUMMARY OF SELECTED WORKING CONDITIONS OF PLANT EMPLOYEES IN CANADIAN MANUFACTURING

	Percentage of Plant Employees			
	1962	1961	1960	1959
	%	%	%	%
Standard Weekly Hours				
40 and under.....	72	72	70	70
Over 40 and under 44.....	8	8	10	9
44.....	4	4	4	5
45.....	8	8	8	8
Over 45 and under 48.....	1	1	1	1
48.....	4	4	4	4
Over 48.....	3	3	3	3
Employees on a 5-day week.....	90	90	90	89
Vacations with Pay				
Two weeks.....	88 ⁽¹⁾	88 ⁽¹⁾	86 ⁽¹⁾	94 ⁽¹⁾
After: 1 year or less.....	24	23	20	23
2 years.....	12	13	14	14
3 years.....	26	26	26	28
5 years.....	23	23	24	26
Other periods.....	3	3	2	3
Three weeks.....	73	72	72	71
After: Less than 10 years.....	7	7	6	5
10 years.....	21	19	11	8
11-14 years.....	7	6	4	4
15 years.....	34	35	45	47
20 years.....	3	2	2	3
Other periods.....	1	3	4	4
Four weeks.....	36	33	31	26
After: 25 years.....	25	27	25	22
Other periods.....	11	6	6	4
Vacations which do not vary with length of service.....	11 ⁽¹⁾	11 ⁽¹⁾	12 ⁽¹⁾	(1)
One week.....	5	5	5	—
Two weeks.....	5	6	7	—
Paid Statutory Holidays	95	96	96	95
1 to 5.....	8	9	10	10
6.....	5	6	5	7
7.....	5	6	8	9
8.....	8	53	53	52
9.....	18	16	15	14
More than 9.....	3	3	3	3
Number not stated.....	1	1	2	—

⁽¹⁾In the questionnaires used in the surveys for 1959 and previous years, no distinction was made between vacation policies which provided for increasing vacation periods as service increased and vacation policies which provided for vacations of one stated period, regardless of length of service. In 1960, 1961 and 1962 this variation of policy was provided for in the survey questionnaire. In comparing the statistics on vacations for 1960, 1961 and 1962 with those of previous years, the percentages of employees shown as being granted vacations under either of these two policy types must be added together.

These were the most pronounced changes evident in a tabulation of returns to the Department's annual survey of working conditions. The information obtained in the survey, for other industries as well as manufacturing, has just been published in *Working Conditions in Canadian Industry, 1962* (see box). Nearly 20,000 establishments employing 2,031,000 were surveyed.

Changes in other working conditions were negligible. The proportion of plant workers with a scheduled work week of 40 hours and under has been 72 per cent for the past two years, and the proportion on a five-day week has been 90 per cent for the past three. For office employees, the proportion on a scheduled work week under 37½ hours has risen in the past year to 29 per cent from 27 per cent, and on a five-day week, from 96 to 97 per cent.

The percentage of workers employed in establishments where a four-week paid vacation is allowed has increased markedly in each recent year. Among plant workers, the percentage increased from 26 in 1959 to 31 in 1960, to 33 per cent in 1961, and to 36 per cent in 1962. Among office

workers, the percentages rose from 32 in 1959, to 37 in 1960, to 41 in 1961, and to 47 in 1962.

Summaries of selected working conditions in manufacturing in the years 1959 to 1962, for plant and office workers respectively, are given in the accompanying tables. The percentages given in the tables are the proportions that employees of establishments reporting certain items bear to the total number of employees in all manufacturing establishments that replied to the survey questionnaire. They are not necessarily the proportions of employees actually affected by the various provisions.

Plant Workers

A work week of 40 hours continued to be the standard for 72 per cent of plant workers in 1962. This was the same percentage as in 1961, and only 2 per cent more than in 1960 and 1959. Employees on a five-day week amounted to 90 per cent of all plant workers in 1962, for the third year in succession. This was only 1 per cent more than in 1959.

TABLE 2—SUMMARY OF SELECTED WORKING CONDITIONS OF OFFICE EMPLOYEES IN CANADIAN MANUFACTURING

	Percentage of Office Employees			
	1962	1961	1960	1959
	%	%	%	%
Standard Weekly Hours				
Under 37½.....	29	27	27	27
37½.....	42	43	43	42
Over 37½ and under 40.....	7	8	8	9
40.....	19	18	18	18
Over 40.....	3	4	4	4
Employees on a 5-day week.....	97	96	95	95
Vacations with Pay				
Two weeks.....	92 ⁽¹⁾	91 ⁽¹⁾	90 ⁽¹⁾	98 ⁽¹⁾
After: 1 year or less.....	85	82	79	89
2 years.....	5	7	7	6
3 years.....	1	1	1	2
5 years.....	1	1	2	1
Other periods.....	—	—	1	—
Three weeks.....	84	83	83	82
After: Less than 10 years.....	8	7	7	6
10 years.....	33	28	22	17
11-14 years.....	9	7	4	6
15 years.....	31	38	46	49
20 years.....	2	2	2	2
Other periods.....	1	1	2	2
Four weeks.....	47	41	37	32
After: 25 years.....	31	31	28	25
Other periods.....	16	10	9	7
Vacations which do not increase with length of service.....	7 ⁽¹⁾	7 ⁽¹⁾	10 ⁽¹⁾	⁽¹⁾
One week.....	1	1	1	—
Two weeks.....	6	6	9	—
Paid Statutory Holidays.....	99	99	99	99
1 to 6.....	4	5	4	5
7.....	7	6	7	8
8.....	58	58	60	58
9.....	24	23	22	23
More than 9.....	5	6	5	5
Number not stated.....	1	1	1	—

⁽¹⁾See Table 1, footnote (1).

Working Conditions in Canadian Industry, 1962

Working Conditions in Canadian Industry, 1962 has just been issued by the Labour-Management Division of the Economics and Research Branch, Department of Labour. The 137-page report contains information on such working conditions as the standard work week, vacations with pay, paid statutory holidays, retirement policy, industrial medical services, health benefit plans, and the proportion of employees covered by collective agreements.

The industries covered are: manufacturing, mining, land and air transportation, storage, public utilities and communications, municipal public works, hotels, restaurants and insurance.

The data, for both non-office and office employees, are presented by industry. The data for the manufacturing industry are presented by province and by Canada totals.

The report draws together in tabular form the information obtained from the Department's annual survey of working conditions that was conducted on May 1, 1962. The statistical tables summarize the information received from nearly 20,000 employing establishments. Of the 2,031,000 workers employed by these establishments, 593,000 were classified as office workers and 1,438,000 as plant or non-office workers.

The report, in English and in French editions, is available from the Queen's Printer, Ottawa, at 35 cents a copy.

Except for the increase in the number of employees in establishments where a four-week vacation was possible, which has already been noted, there was little change in the provisions concerning vacations with pay. Two-week vacations were given in plants employing 88 per cent of the workers in 1962 and 1961. In 1960 the percentage was 86—a substantial drop from 1959, when the percentage was 94.

Three-week vacations were attainable in 1962 in plants employing 73 per cent of all employees. Percentages in previous years were 72 in 1961 and 1960, and 71 in 1959.

There was little change during the four years in the provisions regarding the number of paid holidays allowed, except for an increase in the percentage of employees working in plants where nine statutory holidays a year were allowed. The percentage of employees in these plants increased steadily from 14 in 1959 to 18 in 1962.

Office Employees

The prevailing work week for a large percentage of office workers continues to be one of 37½ hours or less, but between

1959 and 1962 there was little change in the percentage of workers affected: it increased by only 2 per cent from 69 in 1959 to 71 in 1962. This increase was entirely confined to those who worked less than 37½ hours.

Provisions for vacations with pay of two or three weeks followed almost the same pattern for office employees as for plant workers, although the percentages of employees affected was higher for all lengths of vacation for office than for plant workers. The increases in the proportion of office workers who may become eligible for a three- or four-week vacation has already been mentioned.

In all of the four years under review, less than 5 per cent of the office workers were employed in establishments where fewer than six paid statutory holidays were allowed. Compared with plant workers, however, the increase in the proportion of office employees who are entitled to nine holidays a year has been insignificant, the 24 per cent so entitled being only 1 per cent more than in 1959. There was little change in the proportion of office employees who get fewer than nine holidays a year.

Department of Labour Today

(Continued from page 190)

"At least one of the members of the Advisory Committee, other than the chairman, shall be appointed after consultation with organizations representative of workers and an equal number after consultation with organizations representative of employers."

The duties of the Committee are to advise and assist the Unemployment Insur-

ance Commission, to report on the condition of the Unemployment Insurance Fund, and recommend amendments to the act if the Fund is, or is likely to become, insufficient to discharge its liabilities, and also if the Fund is and is likely to continue to be "more than reasonably sufficient to discharge its liabilities."

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a)..... (000)	February	6,496	0.0	+ 1.1
Employed..... (000)	February	5,951	- 0.1	+ 1.9
Agriculture..... (000)	February	532	- 1.1	- 7.3
Non-agriculture..... (000)	February	5,419	0.0	+ 2.9
Paid workers..... (000)	February	4,942	- 0.1	+ 3.6
At work 35 hours or more..... (000)	February	5,103	- 0.3	+ 1.8
At work less than 35 hours..... (000)	February	683	+ 2.2	+ 2.6
Employed but not at work..... (000)	February	165	- 3.5	+ 3.8
Unemployed..... (000)	February	545	+ 0.7	- 6.5
Atlantic..... (000)	February	87	- 1.1	- 7.5
Quebec..... (000)	February	200	+ 4.2	- 1.5
Ontario..... (000)	February	135	+ 3.8	- 16.2
Prairie..... (000)	February	71	- 2.7	- 1.4
Pacific..... (000)	February	52	- 10.4	- 1.9
Without work and seeking work..... (000)	February	512	+ 1.8	- 5.0
On temporary layoff up to 30 days..... (000)	February	33	- 13.2	- 25.0
Industrial employment (1949=100).....	December	120.4	- 3.1	+ 2.2
Manufacturing employment (1949=100).....	December	111.1	- 3.1	+ 3.0
Immigration.....	1st. 9 mos. { 1962	56,568	—	+ 0.7
Destined to the labour force.....		28,506	—	+ 2.3
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	February	37	+ 54.2	- 15.9
No. of workers involved.....	February	7,002	+ 53.6	- 35.5
Duration in man days.....	February	75,280	- 5.7	+ 4.5
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.)..	December	\$78.57	- 3.6	+ 1.9
Average hourly earnings (mfg.).....	December	\$1.93	+ 1.6	+ 2.7
Average hours worked per week (mfg.).....	December	37.5	- 9.0	- 3.4
Average weekly wages (mfg.).....	December	\$72.53	- 7.1	- 0.4
Consumer price index (1949=100).....	February	132.1	+ 0.1	+ 1.8
Index numbers of weekly wages in 1949 dollars (1949=100).....	December	131.6	- 7.2	- 2.2
Total labour income..... \$000,000.	December	1,662	- 3.0	+ 4.8
<i>Industrial Production</i>				
Total (average 1949=100).....	January	} NOT AVAILABLE		
Manufacturing.....	January			
Durables.....	January			
Non-durables.....	January			

(a) Distribution of these figures between male and female workers can be obtained from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics. These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the labour force characteristics of the civilian non-institutional population of working age. (More than 35,000 households chosen by area sampling methods in approximately 170 different areas in Canada are visited each month.) The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that was employed or unemployed during the survey week.

Industrial and Geographic Distribution of Union Membership in Canada, 1962

Survey of individual union locals provides breakdown of union membership in Canada—almost million and half—by industry, province, labour market area

Union membership in Canada at the beginning of 1962 totalled 1,423,000, according to survey returns received by the Economics and Research Branch of the Department of Labour directly from national and international union headquarters, central labour congresses, and independent local organizations.

The data obtained from the survey were published in the 1962 edition of *Labour Organizations in Canada*, a handbook that contains statistical tables on union membership and a comprehensive directory of labour organizations with names of their principal officers and publications, and the distribution of their locals. The statistical data contained in the handbook are Canada-wide totals broken down by congress affiliation and type and size of union.

The tables on the following pages supplement the information included in *Labour Organizations in Canada* by showing the distribution of union membership in Canada by industry, province and labour market area. The tables are based on information obtained in a separate survey directed, at the beginning of the year, to individual local unions across the country. In this survey, each local union was requested to report the total number of its members, and the industry and location in which all or most of them were employed.

Table 1 gives a distribution of union membership by industry on the basis of the revised DBS Standard Industrial Classification (1960). On the following page a companion table, numbered 1A, is included to show the industry breakdown in terms of the earlier Standard Industrial Classification (1948), which was used for union membership data in previous years. The need for a revision of the industrial classification arose out of the establishment of new industries, technological developments, the introduction of new materials, and the consequent effect of these changes on the relationships within and between industries.

The data in Tables 1 and 1A are shown for the most part on the "major group" level. In instances where more detail could usefully be provided, care was taken to adhere to combinations of recognized industrial subgroups. For the railway industry,

which is not further subdivided in the standard classification, subtotals are provided to show the division of membership between the operating and non-operating sectors.

Included as a supplement to the first table, Table 2 shows in alphabetical order the names of international and national unions or independent local organizations that account for more than one tenth of the union membership within the industry groups. The table thus does not necessarily show all organizations active within any particular industry group, but only those having more than 10 per cent of the organized workers in the group.

In Table 3 union membership in Canada is broken down by province, and Table 4 shows its distribution by labour market area. The boundaries of the labour market areas dealt with in Table 4 are broader than those of the centres for which the areas are named. In general, a labour market area corresponds to the area served by a local office of the National Employment Service. In some cases labour market areas consist of two or more NES local office areas. These composite areas are identified by an asterisk and the local office areas they comprise are listed in the Appendix to Table 4.

Locals accounting for almost 7 per cent of the membership total indicated that their members were dispersed throughout several locations in different areas or provinces. Since these locals and their membership could not be allocated to any one area or province, they have been classified to "two or more provinces" or "two or more areas" in Tables 3 and 4.

The 1962 membership total of 1,423,000 was approximately 24,000 lower than in the previous year. Much of the decrease was accounted for by the dissolution of the Newfoundland Brotherhood of Woods Workers, which had reported nearly 15,000 members before it went out of existence in October 1961.

At the beginning of 1962 nearly 7,000 union locals were active in Canada, and although the survey met with a generally excellent response, not all of the locals supplied the required data. The number of

The information for this article was obtained by the Collective Bargaining Section of the Economics and Research Branch from local union secretaries, whose co-operation is gratefully acknowledged.

locals from which no information was on hand appears in Tables 1 and 3. The corresponding entry for these locals in the membership column in Tables 1 and 3 represents the difference between the Canada-wide membership total based on the survey of union headquarters mentioned earlier and the membership reported by the responding locals.

The uneven quality of the basic source data and the practical difficulties inherent in the processing of the returns necessarily reduce the accuracy of the results. The statistics presented here, therefore, indicate only in a broad and approximate way the industrial and geographic distribution of organized labour in Canada.

TABLE 1—UNION MEMBERSHIP BY INDUSTRY, 1962

Based on Standard Industrial Classification (1960)

Industry	Locals	Membership
Forestry*	23	32,400
Fishing and Trapping	8	4,100
Mines	163	50,000
Metals.....	90	32,400
Mineral fuels.....	40	10,600
Non-metal.....	24	6,700
Quarries.....	9	300
Manufacturing	2,235	580,700
Food.....	281	63,200
Beverages.....	63	10,100
Tobacco products.....	13	5,400
Rubber.....	29	10,900
Leather.....	53	9,800
Textiles.....	115	30,700
Knitting mills.....	22	3,200
Clothing.....	100	44,100
Wood.....	83	24,500
Furniture and fixtures.....	55	9,100
Paper.....	300	74,400
Printing and publishing.....	189	28,100
Primary metals.....	112	62,200
Metal fabricating.....	209	31,900
Machinery.....	100	17,500
Transportation equipment.....	123	70,300
Electrical products.....	109	42,400
Non-metallic mineral products.....	117	17,700
Petroleum and coal products.....	24	4,500
Chemical products.....	87	14,700
Miscellaneous manufacturing.....	51	6,000
Construction	520	143,800
Transportation and Utilities	2,069	329,000
Air transport and incidental services.....	64	6,500
Water transport and incidental services.....	74	36,700
Railway transport.....	1,091	140,500
<i>Running Trades</i>	359	55,300
<i>Non-operating employees</i>	732	105,200
Truck transport.....	38	21,000
Buses and streetcars.....	53	17,800
Other transport.....	11	2,200
Storage.....	20	4,700
Communication.....	600	65,700
Power, gas and water.....	118	33,900
Trade	164	41,700
Finance	8	400
Service Industries	458	100,800
Education.....	107	9,000
Health and Welfare.....	128	43,400
Recreational service.....	98	23,100
Services to business.....	7	400
Personal services.....	106	22,500
Miscellaneous services.....	12	2,400
Public Administration	553	85,000
Federal administration.....	37	3,400
Provincial administration.....	74	25,100
Local administration.....	442	56,500
Industry not reported	21	10,200
No return	767	41,700
Totals	6,989	1,422,800

*Includes some sawmilling.

TABLE 1A—UNION MEMBERSHIP BY INDUSTRY, 1962

Based on Standard Industrial Classification (1948)

Industry	Locals	Membership
Logging*	23	32,400
Fishing	8	4,100
Mining	171	54,900
Metal.....	92	36,600
Fuels.....	41	11,100
Non-metal.....	24	6,700
Quarrying.....	14	500
Manufacturing	2,222	566,900
Food.....	264	51,900
Beverages.....	61	10,500
Tobacco products.....	13	5,400
Rubber products.....	28	10,300
Leather products.....	53	9,800
Textile products.....	114	31,100
Clothing.....	122	47,000
Wood products.....	133	33,100
Paper products.....	297	74,100
Printing and publishing.....	191	28,300
Iron and steel products.....	379	86,200
Transportation equipment.....	136	71,000
Non-ferrous metal products.....	67	28,700
Electrical apparatus and supplies.....	104	40,000
Non-metallic mineral products.....	113	16,600
Products of petroleum and coal.....	27	4,700
Chemical products.....	83	13,500
Miscellaneous industries.....	37	4,700
Construction	520	143,800
Transportation, Storage, Communication	1,510	274,300
Air transport and airports.....	64	6,500
Railways.....	1,092	145,100
<i>Running Trades</i>	<i>359</i>	<i>35,300</i>
<i>Non-operating employees</i>	<i>753</i>	<i>109,800</i>
Buses and streetcars.....	53	17,800
Water transport and incidental services.....	80	38,100
Other transport.....	42	21,700
Storage.....	18	4,300
Communication.....	161	40,800
Public Utilities	118	33,900
Trade	173	51,500
Finance, Insurance, Real Estate	8	400
Service	1,448	205,700
Community or public service.....	234	52,100
Government service.....	1,006	108,300
Recreation service.....	83	20,200
Business service.....	16	1,200
Personal service.....	109	23,900
Industry not reported	21	10,200
No return	767	41,700
Totals	6,989	1,422,800

*Includes some sawmilling.

TABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1962

Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order)
Forestry	Bush Workers, Farmers' Union (Ind.) Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Fishing and Trapping	Native Brotherhood of B.C. (Ind.) United Fishermen (Ind.)
Mines	
Metal	Mine, Mill and Smelter Workers (Ind.) Steelworkers (AFL-CIO/CLC)
Mineral fuels	Mine Workers (Ind.)
Non-metal	Mining Employees' Federation (CNTU)
Quarries	Cement Workers (AFL-CIO/CLC) National Council of Canadian Labour (Ind.) Steelworkers (AFL-CIO/CLC)
Manufacturing	
Food	Bakery Workers (CLC) Packinghouse Workers (AFL-CIO/CLC) Retail, Wholesale Employees (AFL-CIO/CLC) Teamsters (Ind.)
Beverages	Brewery Workers (AFL-CIO/CLC) CLC-chartered locals Distillery Workers (AFL-CIO/CLC)
Tobacco products	Tobacco Workers (AFL-CIO/CLC)
Rubber	Rubber Workers (AFL-CIO/CLC)
Leather	Butcher Workmen (AFL-CIO/CLC) Leather and Plastic Workers (AFL-CIO/CLC) Leather and Shoe Workers' Federation (CNTU) Packinghouse Workers (AFL-CIO/CLC)
Textiles	Textile Federation (CNTU) Textile Workers' Union (AFL-CIO/CLC) United Textile Workers (AFL-CIO/CLC)
Knitting mills	National Council of Canadian Labour (Ind.) Textile Federation (CNTU) Textile Workers' Union (AFL-CIO/CLC)
Clothing	Amalgamated Clothing Workers (AFL-CIO/CLC) Ladies Garment Workers (AFL-CIO/CLC)
Wood	Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Furniture and fixtures	Steelworkers (AFL-CIO/CLC) Upholsterers (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC) Woodworkers Federation (CNTU)
Paper	Papermakers (AFL-CIO/CLC) Pulp and Paper Mill Workers (AFL-CIO/CLC) Pulp and Paper Workers' Federation (CNTU) Woodworkers (AFL-CIO/CLC)
Printing and publishing	Bookbinders (AFL-CIO/CLC) Lithographers (Ind.) Newspaper Guild (AFL-CIO/CLC) Printing Pressmen (AFL-CIO/CLC) Typographical Union (AFL-CIO/CLC)
Primary metals	Mine, Mill and Smelter Workers (Ind.) Steelworkers (AFL-CIO/CLC)
Metal fabricating	Machinists (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Machinery	Auto Workers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Transportation equipment	Auto Workers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC)
Electrical products	I.U.E. (AFL-CIO/CLC) Northern Electric Employees (Ind.) U.E. (Ind.)
Non-metallic mineral products	Cement Workers (AFL-CIO/CLC) Chemical Workers (AFL-CIO/CLC) Glass and Ceramic Workers (AFL-CIO/CLC)
Petroleum and coal products	Oil Workers (AFL-CIO/CLC)
Chemical products	Chemical Workers (AFL-CIO/CLC) CNTU-chartered locals Oil Workers (AFL-CIO/CLC)

TABLE 2—REPRESENTATION WITHIN INDUSTRY GROUPS. 1962—Concluded

Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order)
Miscellaneous manufacturing	Auto Workers (AFL-CIO/CLC) Chemical Workers (AFL-CIO/CLC) I.U.E. (AFL-CIO/CLC)
Construction	Building Workers' Federation (CNTU) Carpenters (AFL-CIO/CLC) Labourers (AFL-CIO/CLC) Plumbers (AFL-CIO/CLC)
Transportation and Utilities	
Air transport and incidental services	Air Line Flight Attendants (CLC) Air Line Pilots (Ind.) Machinists (AFL-CIO/CLC) T.C.A. Sales Employees (Ind.) I.L.A. (AFL-CIO/CLC) Seafarers (AFL-CIO)
Water transport and incidental services	
Railway transport	
<i>Running trades</i>	Locomotive Engineers (Ind.) Locomotive Firemen and Enginemen (AFL-CIO/CLC) Trainmen (AFL-CIO/CLC) Maintenance of Way (AFL-CIO/CLC) Railway Carmen (AFL-CIO/CLC) Railway Clerks (AFL-CIO/CLC) Railway, Transport and General Workers (CLC) Teamsters (Ind.)
<i>Non-operating employees</i>	Railway, Transport and General Workers (CLC) Street Railway Employees (AFL-CIO/CLC) Railway Clerks (AFL-CIO/CLC) Teamsters (Ind.)
Truck transport	Railway Clerks (AFL-CIO/CLC)
Buses and streetcars	Teamsters (Ind.)
Other transport	Canadian Telephone Employees (Ind.) Letter Carriers (CLC) Postal Employees (CLC) I.B.E.W. (AFL-CIO/CLC) Public Service Employees (CLC)
Storage	
Communication	
Power, gas and water	
Trade	Butcher Workmen (AFL-CIO/CLC) Retail Clerks (AFL-CIO/CLC) Retail, Wholesale Employees (AFL-CIO/CLC)
Finance	Commerce Employees' Federation (CNTU)
Service Industries	
Education	CLC-chartered locals Municipal and School Employees Central Union (CNTU) Public Employees (CLC)
Health and welfare	Building Service Employees (AFL-CIO/CLC) Public Employees (CLC) Service Employees' Federation (CNTU)
Recreational services	Musicians (AFL-CIO/CLC) Public Service Employees (CLC)
Services to business	Commercial Telegraphers (AFL-CIO/CLC) I.B.E.W. (AFL-CIO/CLC) Office Employees (AFL-CIO/CLC)
Personal services	Hotel Employees (AFL-CIO/CLC) Railway, Transport and General Workers (CLC)
Miscellaneous services	Building Services Employees (AFL-CIO/CLC) CNTU-chartered locals Office Employees (AFL-CIO/CLC) Teamsters (Ind.)
Public Administration	
Federal administration	CLC-chartered locals Fire Fighters (AFL-CIO/CLC) Machinists (AFL-CIO/CLC) Plumbers (AFL-CIO/CLC)
Provincial administration	B.C. Government Employees (CLC) Saskatchewan Government Employees (Ind.)
Local administration	Fire Fighters (AFL-CIO/CLC) Public Employees (CLC)

TABLE 3—UNION MEMBERSHIP, BY PROVINCE, 1962

Province	Number of Locals	Locals Reporting	
		Number	Membership
Newfoundland.....	109	99	16,700
Prince Edward Island.....	36	30	1,800
Nova Scotia.....	337	300	42,300
New Brunswick.....	281	248	26,000
Quebec.....	1,661	1,375	354,100
Ontario.....	2,670	2,392	538,800
Manitoba.....	307	286	64,400
Saskatchewan.....	363	322	42,400
Alberta.....	401	365	60,400
British Columbia.....	798	784	193,000
Yukon and Northwest Territories.....	9	5	600
Two or more provinces*.....	17	16	37,400
No return.....		767	44,900
Totals.....	6,989	6,989	1,422,800

*Mainly Seafarers, Railroad Telegraphers, Commercial Telegraphers and Actors' Equity.

TABLE 4—UNION MEMBERSHIP, BY LABOUR MARKET AREA, 1962

Labour Market Area	Locals	Membership	Areas Having Under 1,000 Members
Newfoundland			
Corner Brook.....	25	3,200	
Grand Falls.....	18	2,500	
St. John's.....	54	10,200	
Two or more areas.....	1	500	
Prince Edward Island			
Charlottetown.....	25	1,500	Summerside
Nova Scotia			
Amherst.....	14	1,200	Bridgewater, Inverness, Liverpool, Springhill, Yarmouth
Halifax.....	90	16,300	
Kentville.....	23	1,400	
New Glasgow.....	41	5,000	
Sydney.....	78	14,800	
Truro.....	19	1,000	
Two or more areas.....	1	100	
New Brunswick			
Bathurst.....	20	2,100	Minto, St. Stephen, Sussex, Woodstock
Campbellton.....	20	2,200	
Edmundston.....	19	1,600	
Fredericton.....	25	1,200	
Moncton.....	52	5,900	
Newcastle.....	7	1,100	
Saint John.....	81	10,100	
Quebec			
Asbestos.....	5	1,500	Maniwaki, Mont Laurier
Beauharnois.....	9	1,200	
Buckingham.....	11	1,300	
Drummondville.....	24	3,900	
Farnham—Granby*.....	44	5,600	
Gaspé.....	8	1,400	
Hull* (included with Ottawa, Ont.)			
Joliette.....	33	3,400	
La Tuque.....	10	1,400	
Lac St. Jean*.....	91	13,300	
Lachute—Ste. Thérèse*.....	12	2,300	
Montmagny.....	8	1,200	
Montreal*.....	491	196,400	
Quebec—Levis*.....	158	32,100	
Quebec North Shore*.....	32	8,500	
Rimouski.....	15	1,600	
Rivière du Loup.....	18	1,400	
Rouyn—Val d'Or*.....	29	3,700	
St. Hyacinthe.....	26	4,500	
St. Jean.....	24	3,300	
Ste. Agathe—St. Jerome*.....	17	2,300	
Shawinigan.....	32	5,700	
Sherbrooke*.....	77	12,600	
Sorel.....	17	3,000	

TABLE 4—UNION MEMBERSHIP, BY LABOUR MARKET AREA, 1962—Continued

Labour Market Area	Locals	Membership	Areas Having Under 1,000 Members
Quebec—Cont'd.			
Thetford—Megantic—St. Georges*	25	4,000	
Trois-Rivières	55	9,600	
Valleyfield	20	2,900	
Victoriaville	28	3,200	
Two or more areas	12	14,600	
Ontario			
Barrie	19	1,800	Arnprior, Bracebridge, Carleton Place,
Belleville—Trenton*	53	6,200	Collingwood, Gananoque, Goderich,
Brampton	18	1,900	Hawkesbury, Leamington, Lindsay,
Brantford	51	7,100	Listowel, Midland, Napanee, Orillia,
Brockville	19	2,500	Parry Sound, Perth, Picton, Prescott,
Chatham	21	2,400	Renfrew, Simcoe, Sioux Lookout,
Cobourg	16	1,200	Sturgeon Falls, Walkerton, Wallace-
Cornwall	33	5,000	burg.
Fort Frances	17	1,600	
Fort William—Port Arthur*	115	24,400	
Galt	48	4,600	
Guelph	47	5,300	
Hamilton	150	44,200	
Kapuskasing	12	5,100	
Kenora	29	3,100	
Kingston	40	6,500	
Kitchener	61	12,100	
London	99	20,300	
Niagara Peninsula*	174	28,900	
North Bay	42	5,000	
Oshawa	46	17,200	
Ottawa—Hull*	133	25,400	
Owen Sound	16	1,400	
Pembroke	26	2,300	
Peterborough	50	7,100	
St. Thomas	42	3,100	
Sarnia	37	6,800	
Sault Ste. Marie	48	10,800	
Smiths Falls	18	1,400	
Stratford	36	2,400	
Sudbury*	68	28,800	
Timmins—Kirkland Lake*	65	6,400	
Toronto	492	171,800	
Windsor	82	26,900	
Woodstock—Tillsonburg*	25	3,600	
Two or more areas	15	28,600	
Manitoba			
Brandon	33	1,800	Dauphin, Portage la Prairie
Flin Flon	12	2,800	
The Pas	12	3,700	
Winnipeg	213	54,800	
Two or more areas	1	700	
Saskatchewan			
Moose Jaw	39	4,300	Estevan, Lloydminster, Swift Current,
North Battleford	17	1,700	Weyburn
Prince Albert	34	3,400	
Regina	77	12,600	
Saskatoon	86	11,000	
Yorkton	29	2,300	
Two or more areas	3	4,600	
Alberta			
Blairmore	11	1,500	Drumheller, Edson, Red Deer
Calgary	112	23,200	
Edmonton	137	27,900	
Lethbridge	35	2,800	
Medicine Hat	26	2,400	
Two or more areas	2	2,100	
British Columbia			
Central Vancouver Island*	62	14,400	Chilliwack, Dawson Creek, Princeton,
Cranbrook	27	4,000	Quesnel
Kamloops	34	2,600	
Kitimat	8	1,700	
Okanagan Valley*	57	6,900	
Prince George	32	3,800	
Prince Rupert	33	3,600	
Trail—Nelson*	41	6,000	
Vancouver—New Westminster*	364	128,000	
Victoria	91	14,500	
Two or more areas	4	5,500	

*Indicates labour market area comprising two or more NES local office areas. See Appendix.

LABOUR MARKET AREAS COMPRISING TWO OR MORE LOCAL OFFICE AREAS

Labour market areas appear in bold type, followed by names of the component NES local office areas in light type.

Québec

Farnham-Granby: Cowansville, Farnham, Granby. **Gaspé:** Causapschal, Chandler, Gaspé, Matane, New Richmond. **Lac St. Jean:** Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval, Ville d'Alma. **Lachute-St. Thérèse:** Lachute, Ste Thérèse. **Montréal:** Montréal, Ste Anne de Bellevue. **Québec-Lévis:** Lévis, Québec. **Quebec North Shore:** Baie Comeau, Forestville, La Malbaie, Sept Iles. **Rouyn-Val d'Or:** Rouyn, Val d'Or. **Ste Agathe-St Jérôme:** Ste Agathe, St Jérôme. **Sherbrooke:** Magog, Sherbrooke. **Thetford-Mégantic-St Georges:** Mégantic, Thetford Mines, Ville St Georges. **Trois Rivières:** Louiseville, Trois Rivières.

Ontario

Belleville-Trenton: Belleville, Trenton. **Fort William-Port Arthur:** Fort William, Port Arthur. **Niagara Peninsula:** Fort Erie, Niagara Falls, Port Colborne, St. Catharines, Welland. **Ottawa-Hull:** Hull, Que., Ottawa, Ont. **Sudbury:** Elliot Lake, Sudbury. **Timmins-Kirkland Lake:** Kirkland Lake, Timmins. **Toronto:** Long Branch, Newmarket, Oakville, Toronto, Weston. **Woodstock-Tillsonburg:** Tillsonburg, Woodstock.

British Columbia

Central Vancouver Island: Courtenay, Duncan, Nanaimo, Port Alberni. **Okanagan Valley:** Kelowna, Penticton, Vernon. **Trail-Nelson:** Nelson, Trail. **Vancouver-New Westminster:** Mission City, New Westminster, Vancouver.

National Advisory Committee on Technological Education

Second meeting agrees that graduates of institutes of technology will be more in demand than graduates of any other type of institution, adopts series of recommendations on problems of education after high school, before university

That graduates of institutes of technology would be more in demand than graduates of any other type of institution was the consensus of the second meeting of the National Advisory Committee on Technological Education, in Ottawa on January 22 and 23.

The Committee, consisting of representatives of management, labour, provincial departments of education, institutes of technology and national associations concerned with technological education, advises the National Technical and Vocational Training Advisory Council and the Minister of Labour on all matters related to technological education in Canada. This Committee was constituted in 1961 as a subcommittee of the Council (L.G. 1961, p. 550).

The meeting adopted a series of recommendations and suggestions on the problems of education at the institute of technology level—the area between secondary school and university.

Chairman of the meeting was Dr. Garnet Page, General Secretary, Engineering Institute of Canada.

The Committee:

—Recommended a specific and comprehensive achievement level for institute of technology and equivalent education, dividing all fields into two broad areas—applied science or technology, and fields other than applied science or technology.

—Recommended that the achievement level of graduates be accompanied by an interprovincially recognized designation.

—Appointed a three-man subcommittee to study further the important problems of interprovincial standards, designations and certification, the subcommittee to report to the Committee's next meeting.

—Recommended that the federal Government, starting this year, sponsor and support an annual conference of principals or administrators of institutes of technology.

—Suggested that symposia be held as regular meetings, at which papers on technological education would be presented by teachers and others associated with institutes of technology and other institutions giving post-secondary school education.

—Recommended that the federal Government consider the establishment of a research and liaison service in the field of information on technological education.

—Concluded that there was a need for more technological education in primary industries.

—Recommended that a teacher in an institute of technology or similar institution have, as a minimum, a bachelor's degree or the equivalent, and two years of appropriately related experience in a pertinent field, together with a minimum of three months teacher training.

—Recommended the encouragement by the Government of in-service training schemes.

—Unanimously recorded the opinion that courses in the institutes of technology *not* be oriented toward university credits.

—Recommended that research be undertaken on the adaptation of high school curricula to, or their correlation with, the curricula of institutes of technology to provide for articulation between the high schools and such institutes.

The Committee received a report on the present status of technological education in Canada, prepared by G. F. Vail, Technical and Vocational Training Branch, and one presented by Dr. G. Fred McNally, Chairman of the National Technical and Vocational Training Advisory Council and former Chancellor of the University of Alberta, dealing with technological education in the primary industries, especially agriculture and fisheries.

Another report, by the Information Branch of the Department of Labour, outlined its promotion of education generally and technical and vocational education in particular. A further report outlined the progress in the certification of technicians and technologists as carried out by professional engineering groups.

The Committee was also apprised of the progress in the preparation by the Economics and Research Branch of a comprehensive occupational brochure outlining the work of technicians in various industries.

Minister of Labour

"The task of manpower development is one of the most crucial facing Canada today," said Hon. Michael Starr, Minister of Labour. He called upon the committee members to direct their attention to the development of national standards that would be recognized in all parts of Canada.

Referring to the need to provide the quality and types of technical education required by the Canadian economy now and in the future, Mr. Starr said that the Department of Labour would depend on the knowledge and judgment of Committee members to help give direction in this task.

Deputy Minister of Labour

In his comments to the Committee, George V. Haythorne, Deputy Minister of Labour, stated that the Committee faced two major problems—the need to develop common standards of training for technicians in Canada and the need to develop uniform certification for those persons who receive this type of training.

The Deputy Minister noted that since May 1961, enrolments in institutes of technology have increased by nearly 2,500 students, from 9,441 to 11,880.

Stating that there is no question about the growing need for technician training, Mr. Haythorne said that more research was required in the development of curricula and asked that the Committee give this matter its attention.

C.R. Ford

C. R. Ford, Director, Technical and Vocational Training Branch, stressed that the technological education program should be an interprovincial one. "We cannot have 40 different standards," he pointed out, referring to the 40 institutes of technology that would be in operation in Canada.

Mr. Ford emphasized that he did not mean "uniform" training in all the provinces, but that the standard should be the same. He predicted that the countries in the European Common Market would eventually have a common training standard.

As he had on other occasions, he stressed that the objective in technological education, as in other programs of manpower development, should be to train the labour force of Canada as a whole, and not to view it as a program by itself.

Status of Technological Education

In his report on the present status of technological education in Canada, G. F. Vail of the Technical and Vocational Training Branch said:

At the close of 1962 there were approximately 12,000 full-time students undergoing training in one- to four-year post-high-school technical courses across Canada. This constituted a 4.1-per-cent increase over 1961, as compared with increases of 18.9 and 13.4 per cent for the years 1961 and 1960 respectively. Approximately one quarter of this number, or

some 3,000, should graduate in 1963. About 80 per cent, or 2,400 of these, may be said to have received the minimum of 2,400 hours recognized by this Committee as the desirable minimum for technician status.

Mr. Vail reported further that there were 31 institutions providing post-high-school technical courses in Canada. Ten of these operated almost exclusively in the field of post-secondary technical education, and 18 provided extensive programs in trades and other occupational training along with their post-secondary technical courses. The remaining three provided a small number of post-secondary courses in addition to vocational high school programs.

Research on curricula and training facilities, especially training equipment, was an urgent requirement in Canada, he said. Because of the "persistence of technological change," technological curricula should be constantly improved.

Mr. Vail decried salary schedules for instructors and principals in technical institutes that were in many cases such "that a lasting detrimental effect threatens to result." An improperly qualified principal, obtained through a low salary schedule, "can have a profound effect on the efforts of all associated with an institution."

He recommended that more consideration be given to the "ways and means of stimulating the professional growth and vitalization of instructors" in the field of technological education, and that uniformity of standards and standard terminology be given urgent interprovincial attention.

Definition of "Technician"

The Committee discussed at length the problem of obtaining a satisfactory definition of "technician," one that would be generally acceptable, that would include or indicate the level of achievement, and would at the same time be readily understood by the public. As currently used, the term "technician" often has little meaning, members asserted.

Mr. Ford reiterated that the important thing was to "identify the qualification" first; the name—technician or any other—could be added later. He said a qualification should be identified by the amount and type of training required. The Committee's only concern, he said, should be with the level of competence by which a person is identified.

Dr. Page, the Chairman, remarked that needs had to be defined before courses could

be prepared. J. P. Francis, Director of the Economics and Research Branch, said certain conditions, such as qualifications, would have to be determined before valid figures could be obtained or surveys conducted to determine present and future requirements of technicians.

It was pointed out that the 2,400 hours of training beyond high school that had been considered the minimum qualification for a technician applied to all industries, including business. Not only the duration but also the pertinence of training was important.

The Committee agreed that there seemed to be no accepted difference between the terms "technician" and "technologist" but that the "chap in the middle"—between skilled tradesman and professional engineer—would be in the greatest demand of any type of trained person.

After receiving the reports of two *ad hoc* committees established to define "technician," the Committee recommended definition of the level of achievement required, which definition should indicate graduation from an institute of technology or its equivalent.

The program of education required to reach the suggested achievement, the Committee said, should cover two areas: applied science or technology, and fields other than applied science or technology. In the first, the program should be other than that designed for university credits, should be in appropriate disciplines beyond the junior matriculation level, be based on mathematics, science and a language, and should have a minimum duration of 2,400 hours of instruction. In the second, the program should have the same requirements except that the curricula should be based on the skills and knowledge of the occupation concerned.

Such programs should be designed in co-operation with industry and business so that they can at all times meet the full requirements of industry, and graduates should be identified by an interprovincially acceptable designation.

A subcommittee was named to study the question of interprovincially acceptable standards. It was instructed to report at the Committee's next meeting.

W. L. Allison of the Occupational Analysis Section of the Department reported that a comprehensive bulletin on the work of technicians was ready for the printer.

45th Annual Meeting of the Canadian Construction Association

Reviews progress in joint labour-management meetings. Apprenticeship Training Committee urges industry to train more apprentices, expresses confidence that new training facilities will help provide industry with well-trained workers

The 45th annual meeting of the Canadian Construction Association, held January 20-23 in Winnipeg and attended by some 1,000 delegates and guests, reviewed the progress made in the CCA's joint labour-management meetings conducted during the past year. Reports were presented by the chairmen of the Association's 13 standing committees, including the Labour Relations and Apprenticeship Training Committees.

Delegates were urged to train more apprentices, a proposal that was given more emphasis by a suggestion that contractors be assessed by the federal Government to support apprenticeship training programs. (A similar suggestion has been made in Britain—see page 238.) The meeting expressed confidence that the new training facilities being established under the federal-provincial scheme would be able to meet the challenge of training to the industry's requirements.

Among subjects put forward and discussed was a suggestion that contractors be licensed.

Papers presented at the meeting included one by Dr. J. F. Lehmann, National Productivity Council, Ottawa, on "The Application of Work Study Methods to On-Site Construction," Oliver Gaffney, Stratford, Ont., spoke on "Labour Classifications in Engineering Construction."

The delegates elected T. A. Somerville of Toronto to succeed Hugh R. Montgomery of Montreal as President.

President's Address

In his presidential address to the meeting, Hugh R. Montgomery said it was necessary to stop the "balkanization" of Canada. He explained that he meant not only geographical groupings or "the full recognition by all of us of the fact that in this country we have two of the world's finest cultures living side by side. I refer to something even more fundamental—the parochialism which I am afraid exists right across this country. We see it only too clearly within our own industry—local preferences, a contentious subject, is a well-known symptom—but . . . it goes much further.

"Who, outside the construction industry, knows or cares about our problems? Who, outside labour, knows or cares much about theirs?"

He thought that at the root of the problem lies a failure in intercommunication.

Asserting that taxation was a heavy burden on the industry, Mr. Montgomery said that today, all three levels of government absorb in taxation about 33 per cent of the Gross National Product compared with 27 per cent 12 years ago. Although the social measures and facilities provided by this taxation could not be given up, he believed that some taxation incentives were necessary "to provide an attractive climate in which industry can expand."

Substantial taxation and investment incentives would encourage business to expand and, in turn, widen the tax base. The result could be lower tax rates, increased employment with an attendant increase in the number of taxpayers, and reduced unemployment assistance expenses, he said.

The construction industry would not achieve an output of \$10,000,000,000 a year, for which it was currently geared, unless the Canadian economy once again started moving upward with our growing population, said the CCA President.

Committee Reports

Included in the year-end reports of the 13 standing committees were those of the Labour Relations Committee and Apprenticeship Training Committee.

The Labour Relations Committee report expressed the belief that 1962 "may well prove to have been a turning point in construction labour relations across Canada." It stated that a small subcommittee held meetings of construction labour and management at the national level. One of the developments of these joint meetings was a joint labour-management brief prepared for submission—on the day following the annual meeting—to the Government of Saskatchewan.

This subcommittee has been meeting with one from the Association of International Representatives of Building and Construction Trades since the 1962 CCA annual meeting in Montreal. Some 19 trades are represented on this body.

The Labour Relations Committee reported further progress "in exploring a number of new approaches to construction labour relations," and expected to expand these efforts in the future. Where necessary, these would be combined with new research projects. The Committee announced that the first such research project, of which the Association was a joint sponsor, was due for completion in early 1963, and should then be published in parts by the National Research Council. It also reviewed the agenda of its National Labour Relations Conference held in Ottawa on November 5-7, 1962 (L.G., Dec. 1962, p. 1333).

The Apprenticeship Training Committee stated that the "welcome" effects of the Technical and Vocational Training Assistance Act started to be felt during 1962 by the construction of 32 new trade schools . . . It is expected that these facilities, especially the trade schools, will greatly help in providing the construction industry with well-trained, skilled young Canadians," the report said.

The Committee gave details on inter-provincial examinations and standards, and quoted apprentice registration figures (see also L.G., Dec. 1962, p. 1340-41). It was not possible to make equitable comparisons of registrations between Quebec and the other provinces, because the Quebec apprenticeship system required registration of all persons working in a construction trade who were not mechanics, the report pointed out. It deplored the fact, however, that "the majority of construction employers continue to fail to take full advantage of investing in the employment of apprentices," and urged all firms to accept as many indentured apprentices as possible.

H. C. Nicholls of Toronto, who presented this report, said the industry should have twice as many workers apprenticed. He believed that one way to overcome this apathy would be to assess employer pay-rolls as an incentive for apprenticeship training. If employers had to pay for it, they would be more interested in such training and in obtaining its benefits.

J. P. Cartier, Chairman of the CCA Apprenticeship Training Committee, also deplored the lack of interest by both management and unions in this form of training. "A few of the construction trade unions . . . render little more than lip service to apprenticeship," he asserted.

Discussions

The convention heard a suggestion by Jacques Raymond, President of the Montreal Construction Association, that Canadian contractors be required to obtain licences attesting to their competency before undertaking a building project. Such licensing, on a nation-wide basis, would eliminate a small group of "undesirables," he said, adding that the Quebec Government now had before it a request for such legislation.

Pre-qualification of contractors came in for much attention, and Brig. J. P. Carriere, Franki of Canada Ltd., Montreal, suggested a national authority to see that contractors are properly qualified.

John L. Davies, President of the Royal Architectural Institute of Canada, said the construction industry should increase its efficiency and oppose government intrusion into architecture and building. He criticized those general contractors who failed to co-ordinate and plan their jobs properly, and said contractors must support the improvement of their personnel, especially those who will become superintendents.

It was not good enough to place an ex-carpenter in charge of co-ordinating a big job without seeing to it that he had special training. The industry should also make certain that the new schools going up would provide skilled men for industry; sometimes technical-school instructors were teaching antiquated methods, Mr. Davies asserted.

Resolutions

Among the 25 resolutions adopted were those that:

—Proposed federal government incentives to increase winter-time construction and employment in the industrial and commercial fields, and that individual contractors and associations be urged to participate actively in the promotion campaign for winter construction.

—Requested immediate action by the federal and provincial Governments to revise their labour legislation on a continuing basis.

—Urged the federal Government to extend sales tax exemption so as to include all construction materials and equipment.

EMPLOYMENT REVIEW

Employment and Unemployment, February*

There was no appreciable change in either employment or unemployment between January and February. In previous years employment has usually tended to decline and unemployment to rise during this period.

In February, total employment was estimated to be 5,951,000 and unemployment 545,000.

Unemployment in February represented 8.4 per cent of the labour force (in January, 8.3 per cent), compared with 9.1 per cent in February 1962 and 11.3 per cent in February 1961.

Both the estimated labour force and employment were higher in February than a year earlier, and unemployment was lower. The labour force was 73,000 higher, employment 111,000 higher, and unemployment 38,000 lower.

Employment

Non-farm employment, at 5,419,000, was unchanged from January. In most previous years it has decreased slightly over this period, mainly as a result of seasonal slackening in construction and forestry. As usual, farm employment showed little change between January and February.

Non-farm employment has held up better than usual this winter, largely because of continued strength in manufacturing and construction. In manufacturing, the improvement has been largely in durable goods industries, particularly motor vehicles, electrical apparatus and iron and steel.

* See tables A-1 to A-3, pages 254 and 255.

In most regions, changes in employment between January and February were about in line with seasonal expectations; in Ontario, employment showed some evidence of strengthening.

In February, non-farm employment showed an increase of 153,000, or 3 per cent, over a year earlier. The number employed on farms was estimated to be 42,000, or 7 per cent, lower.

Industry detail that is available for earlier months indicates the largest year-to-year gains to be in manufacturing and construction. Forestry employment was lower than a year ago. In all other non-farm industries, employment was either unchanged or slightly higher than in the previous year.

Unemployment

Unemployment remained virtually unchanged between January and February. In most previous years it has risen during this period. The February estimate of 545,000 was 38,000 lower than that a year earlier, all of the decrease being among unemployed men.

Of the total unemployed in February, 473,000 were men; 274,000 were married men. Some 371,000, or more than two-thirds of the total, had been unemployed for three months or less. An estimated 118,000 had been seeking work from four to six months, and 56,000 for seven months or more.

Unemployment rates were lower than last year in the Ontario and Atlantic regions; elsewhere, there was no significant change over the year.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	February 1963	February 1962	February 1963	February 1962	February 1963	February 1962	February 1963	February 1962
Metropolitan.....	8	7	4	5	—	—	—	—
Major Industrial.....	15	17	11	9	—	—	—	—
Major Agricultural.....	7	6	7	8	—	—	—	—
Minor.....	39	38	17	19	2	1	—	—
Total.....	69	68	39	41	2	1	—	—

CLASSIFICATION OF LABOUR MARKET AREAS—FEBRUARY

—	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (Labour force 75,000 or more)	Calgary Edmonton Montreal Quebec-Levis St. John's Vancouver-New Westminister Windsor Winnipeg	Halifax Hamilton Ottawa-Hull Toronto		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	Corner Brook Cornwall Fort William-Port Arthur Farnham-Granby Joliette Lac St. Jean Moncton New Glasgow Niagara Peninsula Peterborough Rouyn-Val d'Or Shawinigan Sherbrooke Sydney Trois Rivières	→ BRANTFORD Guelph Kingston Kitchener London Oshawa Saint John Sarnia Sudbury Timmins-Kirkland Lake Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)	Charlottetown Lethbridge Prince Albert Riviere du Loup SASKATOON Thetford-Lac Megantic-Ville St. Georges Yorkton	Barrie Brandon Chatham Moose Jaw North Battleford Red Deer Regina		
MINOR AREAS (labour force 10,000-25,000)	Bathurst Beauharnois Bracebridge Bridgewater Campbellton Chilliwack Cranbrook Dauphin Drummondville Edmundston Fredericton Gaspé Grand Falls Kentville Lachute-St. Therese Lindsay Medicine Hat Montmagny Newcastle Okanagan Valley Owen Sound Penbrooke Portage la Prairie Prince George-Quesnel Prince Rupert Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Jean St. Stephen Sault Ste. Marie Simcoe Sorel Summerside Truro Valleyfield Victoriaville Woodstock, N.B. Yarmouth	Belleville-Trenton Brampton Central Vancouver Island Dawson Creek Drumheller Galt Goderich Kamloops Listowel North Bay St. Hyacinthe St. Thomas Swift Current Trail-Nelson Walkerton Weyburn Woodstock-Tillsonburg	→ Kitimat → STRATFORD	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see facing page.

Explanatory Note to "Classification of Labour Market Areas"

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local market conditions based on an appraisal of the situation in each area. In considering each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which this classification system is based are as follows:—

Group 1: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of registrations for employment on file at NES offices to paid workers, including those looking for jobs, is more than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

Group 2: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of registrations for employment on file at NES offices to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, but less than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

Group 3: Balanced Labour Supply. Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. The situation usually exists when the ratio of registrations for employment on the file at NES offices to paid workers, including those looking for jobs, is more than 1.9 per cent or 2.4 per cent, but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

Group 4: Labour Shortage. Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. This situation usually exists when the ratio of registrations for employment on file at NES offices to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The classification of areas does not depend solely on the ratio of job registrations to paid workers. All areas, and particularly those in which the ratio is close to the limits of the above-mentioned ranges, are examined closely in the light of other kinds of information to see whether they should or should not be reclassified. Information on labour market conditions at local areas is obtained mainly from monthly reports submitted by each of the local

offices of the National Employment Service. This information is supplemented by reports from field representatives of the Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy. The key to this grouping is shown in the classification of labour market areas on page 214.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the names used include several other local office areas, as follows: Farnham-Granby includes Cowansville; Montreal includes Ste. Anne de Bellevue; Lac St. Jean includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval and Alma; Gaspe includes Causapsal, Chandler, Matane and New Richmond; Quebec North Shore includes La Malbaie, Forestville, Sept Îles and Baie Comeau; Sherbrooke includes Magog; Trois Rivières includes Louiseville; Toronto includes Long Branch, Oakville, Weston and Newmarket; Sudbury includes Elliot Lake; Niagara Peninsula includes Welland, Niagara Falls, St. Catharines, Fort Erie and Port Colborne; Vancouver-New Westminster includes Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 110 labour market areas covered in this analysis include 90 or 95 per cent of all paid workers in Canada.

COLLECTIVE BARGAINING REVIEW

Duration of Negotiations, 1962

During 1962, 240 collective agreements covering bargaining units of 500 or more employees were signed in Canadian industries excluding the construction sector. Of the 240 settlements, more than 60 per cent were reached within six months or less of bargaining, and 30 per cent were concluded in seven to twelve months. Eight per cent of the major negotiations extended beyond one year.

Slightly more than one half of the 240 major agreements were concluded without third-party assistance; the remainder were signed after conciliation or arbitration proceedings. Of 117 settlements reached with assistance from third parties, 40 per cent were concluded at the conciliation officer stage, and about 18 per cent were reached as a result of conciliation board proceedings. Approximately one quarter of the negotiations requiring mediation went beyond the conciliation board phase; the employers and the unions resumed direct bargaining and settled without work stoppages.

In British Columbia, an Industrial Inquiry Commission was appointed in a dispute between the Woodworkers and the 125 logging and sawmill companies represented by Forest Industrial Relations Limited.

Approximately 27,000 employees were covered by the ensuing settlement.

Five major agreements in Ontario and Quebec were the result of final and binding arbitration. In Ontario, special legislation prohibited strike action against the Ontario Hydro Electric Power Commission and called for compulsory arbitration. Recourse to arbitration was made also in negotiations at Ottawa Civic Hospital. Contract negotiations between six hospitals in various centres in Quebec and the Service Employees' Federation (CNTU), and between the Associated Clothing Manufacturers in Montreal and the Amalgamated Clothing Workers also were referred to arbitration.

Five per cent of the major settlements in 1962 were reached after a work stoppage. Strikes preceded settlements at Campbell Chibougamau Mines, Canadian Celanese and Dominion Engineering in Quebec, and at Massey-Ferguson, Chrysler and the Royal York Hotel in Ontario. Other work stoppages occurred at the Hamilton and Montreal plants of Dominion Glass; in the fur industry in Montreal, Toronto and Winnipeg; and in the long-distance trucking industry in Quebec and Ontario.

NEGOTIATIONS PRECEDING SETTLEMENTS REACHED DURING 1962

Collective agreements covering 500 or more employees concluded between January 1 and December 31, 1962, exclusive of agreements in the construction industry.

Stage at Which Settled	Duration of Negotiations in Months											
	3 or less		4-6		7-9		10-12		13 or over		Total	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
Bargaining.....	67	118,210	36	39,840	15	14,360	3	4,010	2	2,200	123	178,620
Conciliation officer....	8	10,250	25	30,980	10	9,550	2	1,250	2	1,480	47	53,510
Conciliation board....	1	27,000*	6	9,450	12	129,780	1	2,500	1	680	21	169,410
Post-conciliation bargaining.....			4	15,400	11	17,650	6	5,700	10	30,780	31	69,530
Arbitration.....			1	5,500			1	550	3	11,450	5	17,500
Work stoppage.....			2	5,100	6	8,180	3	9,100	2	2,700	13	25,080
Total.....	76	155,460	74	106,270	54	179,520	16	23,110	20	49,290	240	513,650

* Industrial Inquiry Commission.

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

Collective Bargaining Scene

Agreements covering 500 or more employees,
excluding those in the construction industry

Part I—Agreements Expiring During March, April and May (except those under negotiation in February)

Company and Location	Union
Abitibi Power & Paper & subsids., Que., Ont. & Man.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Alberta Govt. Telephones, province-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Anglo-Cdn. Paper, Forestville, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Associated Fur Industries, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Ayers Limited, Lachute, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Bowater's Nfld. Paper, Corner Brook, Nfld.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Cascapedia Mfg. & Trading, Gaspé Peninsula, Que.	Bush Wkrs., Farmers' Union (Ind.)
Cdn. International Paper & subsids., N.B., Que. & Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Oper. Engineers (AFL-CIO)
Cdn. Westinghouse, Three Rivers, Que.	I.B.E.W. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Shawinigan, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Dominion Rubber (Footwear & Warehouse Divs.), Guelph & Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Domtar Pulp & Paper (Howard Smith Paper Division), Cornwall, Ont.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Domtar Pulp & Paper (Newsprint Division), Red Rock, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Domtar Pulp & Paper (Kraft & Boxboard Division), Windsor, Ont.	Pulp & Paper Wkrs. Federation (CNTU)
Domtar Pulp & Paper (Newsprint Division), Donnacona, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Dunlop Canada, Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Eastern Canada Newsprint Group, Que. & N.S.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Employing Printers' Assn., Montreal, Que.	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assn., Montreal, Que.	Printing Pressmen (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
B.F. Goodrich, Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Kellogg Company, London, Ont.	Millers (AFL-CIO/CLC)
Kimberly-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
MacDonald Tobacco, Montreal, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Marathon Corp., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Ontario Paper, Thorold, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Printing Industries Council, Toronto, Ont.	Typographical Union (AFL-CIO/CLC) (composing room empl.)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec Cartier Mining, Port Cartier & Lac Jeannine, Que.	Steelworkers (AFL-CIO/CLC)
Quebec North Shore Paper, Baie Comeau, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
R.C.A. Victor, Montreal, Que.	Empl. Assn. (Ind.)
E. S. & A. Robinson (Can.), Leaside, Ont.	Printing Pressmen (AFL-CIO/CLC)
Rolland Paper, Mont Rolland & St. Jerome, Que.	Paper Makers (AFL-CIO/CLC), & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Steep Rock Mines, Steep Rock Lake, Ont.	Steelworkers (AFL-CIO/CLC)

Company and Location	Union
Union composing rooms, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)
White Spot Restaurants, Vancouver & Victoria, B.C.	Empl. Union (Ind.)

Part II—Negotiations in Progress During February

Bargaining

Company and Location	Union
Assn. des Marchands Detaillants, Quebec & district, Que.	Metal Trades' Federation (CNTU) (garage empl.)
Assn. des Marchands Detaillants (Produits Alimentaires), Quebec, Que.	Commerce Empl. Federation (CNTU)
Atomic Energy of Canada, Chalk River & Deep River, Ont.	Atomic Energy Allied Council (AFL-CIO/CLC)
B. A. Oil, Clarkson, Ont.	Oil Wkrs. (AFL-CIO/CLC)
B.C. Hotels Assn., New Westminster, Burnaby, Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
B.C. Hydro & Power Authority	I.B.E.W. (AFL-CIO/CLC)
B.C. Hydro & Power Authority	Office Empl. (AFL-CIO/CLC)
Breweries (various), Winnipeg, Man.	Brewery Wkrs. (AFL-CIO/CLC)
CBC, company-wide	Broadcast Empl. (AFL-CIO/CLC)
CBC, company-wide	Radio & T.V. Empl. (ARTEC) (Ind.)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta.	Empl. Assn. (Ind.)
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
Cdn. British Aluminum, Baie Comeau, Que.	Metal Trades' Federation (CNTU)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Continental Can, St. Laurent, Que.	CLC-chartered local
David & Frere, Montreal, Que.	Empl. Assn. (Ind.)
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Dominion Steel & Coal, Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal, Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Donohue Bros., Clermont, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
E. B. Eddy, Hull, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Fairey Aviation, Eastern Passage, N.S.	Machinists (AFL-CIO/CLC)
Fisheries Assn., B.C.	United Fishermen (Ind.) (tendermen)
Fisheries Assn. & Cold Storage Cos., B.C.	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wks.)
Hamilton City, Ont.	Public Empl. (CLC) (office empl.)
Hamilton City, Ont.	Public Service Empl. (CLC) (outside empl.)
H. J. Heinz, Leamington, Ont.	Packhouse Wkrs. (AFL-CIO/CLC)
Hudson Bay Mining, Flin Flon, Man.	CLC-chartered local, Machinists (AFL-CIO/CLC) & others
Iron Ore of Can., Nfld. & Que.	Steelworkers (AFL-CIO/CLC)
Lever Bros., Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (electrical craft empl.)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Manitoba Telephone	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Montreal City, Que.	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que.	Public Service Empl. (CLC) (outside empl.)
New Brunswick Power Commission, province-wide	I.B.E.W. (AFL-CIO/CLC)
Noranda Copper & Brass, Montreal, Que.	Empl. Assn. (Ind.)
Northern Electric, Belleville, Ont. & Montreal, Que.	Empl. Assn. (Ind.) (plant empl.)
Northern Electric, Montreal, Que.	Office Empl. Assn. (Ind.)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Quebec North Shore Paper, Baie Comeau, Franquequin & Shelter Bay, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
St. Boniface General Hospital, St. Boniface, Man.	Empl. Union of Hospital Institutions (Ind.)
Saint John Shipbuilding & Dry Dock, Saint John, N.B.	Various unions

Company and Location	Union
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (labour service empl.)
Saskatchewan Government Telephones	Communications Wkrs. (AFL-CIO/CLC)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask.	CLC-chartered local & Public Service Empl. (CLC)
Silverwood Dairies, Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Shell Oil, Montreal East, Que.	Empl. Council (Ind.)
TCA, Canada-wide	Machinists (AFL-CIO/CLC)
Telegram Publishing, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Toronto General Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Vancouver General Hospital, Vancouver, B.C.	Public Empl. (CLC)
Winnipeg City, Man.	Public Service Empl. (CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

Cconciliation Officer

Canada & Dominion Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
Cdn. Lithographers' Assn., Eastern Canada	Lithographers (Ind.)
Dairies (various), Vancouver & New Westminster, B.C.	Teamsters (Ind.)
Falconbridge Nickel, Falconbridge, Ont.	Mine, Mill & Smelter Wkrs. (Ind.)
Hospitals (4), Trois Rivières, Que.	Service Empl. Federation (CNTU)
International Nickel, Port Colborne & Sudbury, Ont.	Steelworkers (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
Shipping Federation, Halifax, N.S., Saint John, N.B., Montreal, Quebec & Three Rivers, Que.	I.L.A. (AFL-CIO/CLC)
Stanrock Uranium Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Vancouver Board of Police Commissioners, Vancouver, B.C.	B.C. Peace Officers (CLC)
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside empl.)

Cconciliation Board

B.C. Shipping Federation, various ports	Longshoremen & Warehousemen (CLC)
Cdn. Industries, Brownsburg, Que.	Mine Wkrs. (Ind.)
Council of Printing Industries, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
Eastern Canada Stevedoring & two others, Toronto, Ont.	I.L.A. (AFL-CIO/CLC)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hotel Empress (C.P.R.), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Northern Electric (western region) Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)

Post-Conciliation Bargaining

(No cases during February)

Arbitration

Kimberly-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)

Work Stoppage

Que. Iron & Titanium, Sorel, Que.	Metal Trades' Federation (CNTU)
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Part III—Settlements Reached During February 1963

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

ALBERTA GOVERNMENT TELEPHONES, PROVINCE-WIDE—I.B.E.W. (AFL-CIO/CLC) (PLANT EML.): 2-yr. agreement covering 1,100 empl.—wage increases of 3% retroactive to Nov. 1, 1962 and 3% eff. Nov. 1, 1963; rate for groundmen after Nov. 1, 1963 will be \$2.01 an hr.

AMERICAN CAN, HAMILTON, SIMCOE, ONT. & MONTREAL, QUE.—CLC-CHARTERED LOCALS: 2-yr. agreement covering 1,500 empl.—wage increases of 3¢ an hr. eff. Jan. 1, 1964 and 3¢ an hr. eff. on expiry date Dec. 31, 1964; cost-of-living adjustment (1¢ for each 0.4 or 0.5 point

change in consumer price index) maintained; employer to contribute 2¢ an hr. per empl. additional to S.U.B. plan (total contribution to be 5¢ an hr. per empl.); under S.U.B. plan, benefits to be approximately 65% of wages; hospital benefits extended to 365 days of continuous hospital confinement (formerly 120 days); weekly sickness and accident benefits payable up to 52 wks. of illness (formerly 26 wks.) and maximum benefits increased to \$75 a wk. (formerly \$68); pension for retiring empl. increased to \$3.25 a mo. per yr. of accredited service, and monthly pensions of present pensioners increased by \$6; disability pensions increased to \$5 a mo. per yr. of accredited service (formerly \$3); supplementary pension of \$40.50 a mo. payable from ages 65 to 69 introduced; 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.); vacations of 1 wk. after 1 yr. of service, 2 wks. after 3 yrs. of service and 4 wks. after 25 yrs. of service maintained; new provision for 3 mo. leave of absence with pay every 5 yrs. for empl. with 15 or more yrs. of service eff. Jan. 1, 1964; rate for labourer after Dec. 31, 1964 will be \$2.36 an hr.

CANADAIR, ST. LAURENT, QUE.—MACHINISTS (AFL-CIO/CLC): 2-yr. agreement covering 3,400 empl.—settlement pay of \$24 or 3¢ an hr. for hrs. worked since Oct. 1, 1962; empl. laid off between Oct. 1, 1962 and Feb. 1, 1963 will be paid 3¢ an hr. for time worked in that period if recalled before July 1, 1963; wage increases ranging from 2¢ to 4¢ an hr. eff. Feb. 16, 1963, from 2¢ to 4¢ an hr. eff. Sept. 28, 1963; major medical group insurance benefits extended to cover dependents eff. May 1, 1963 (formerly empl. only); pensions (formerly 1.75% of annual earnings) increased to 1.85% up to Sept. 30, 1962 and to 2% after Oct. 1, 1962; employer contributions to pension plan increased; labourer's rate after Sept. 28, 1963 will be \$1.78 an hr.

CONSUMERS GLASS, TORONTO, ONT.—GLASS & CERAMIC WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 500 empl.—wage increases of 2¢ an hr. eff. Feb. 26, 1963, 5¢ an hr. eff. Nov. 1, 1963, 5¢ an hr. eff. Nov. 1, 1964 and 5¢ an hr. eff. Nov. 1, 1965; 9 paid holidays when Boxing Day added in 1964 (formerly 8); 3 wks. vacation after 10 yrs. of service (formerly after 15 yrs.); rate for labourer after Nov. 1, 1965 will be \$1.85 an hr.

DEHAVILLAND AIRCRAFT, TORONTO, ONT.—AUTO WKRS. (AFL-CIO/CLC) (CLERICAL EMPL.): 3-yr. agreement covering 700 empl.—wage increases ranging from \$1.55 a wk. to \$4.85 a wk. retroactive to Nov. 3, 1962, \$1.25 to \$4.25 a wk. eff. Feb. 15, 1964 and \$1.10 a wk. across-the-board eff. Feb. 15, 1965; cost-of-living allowance formula (50¢ a wk. for each full point change in the consumer price index) continued; in addition to 8 paid holidays, empl. to receive ½ day off with pay before Christmas Day; 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.); weekly sickness and accident benefits to range from \$40 to \$60 a wk. (formerly \$35 to \$50); maximum surgical benefits increased to \$650 (formerly \$500); S.U.B. plan to be introduced with the employer contributing 5¢ an hr. per empl. beginning March 1, 1964; rate for clerk-stenographer after Feb. 1965 will be \$68.85 a wk.

DOMTAR NEWSPRINT (NIPIGON WOODLANDS DEPT.) (FORMERLY ST. LAWRENCE CORP.), NIPIGON, ONT.—CARPENTERS (LUMBER and SAWMILL WKRS.) (AFL-CIO/CLC): 2-yr. agreement covering 900 empl.—wage increases of 6¢ an hr. on hourly rates, 48¢ a day on daily rates and 2% on piecework rates, retroactive to Sept. 1, 1962; additional wage increase of 2% on piecework rates eff. Sept. 1, 1963; weekly hrs. for day work classifications to be reduced from 44 to 40 with maintenance of take-home pay, eff. Sept. 1, 1963; rate for general labourer after Sept. 1, 1963 will be \$15.22 a day.

HOSPITALS (10), MONTREAL AND DISTRICT, QUE.—SERVICE EMPL. FEDERATION (CNTU): 1-yr. agreement covering 5,000 empl.—arbitration award granting wage increases ranging from \$5 to \$12 a wk. with one half the increase retroactive to Jan. 1, 1962; broken shift premium of 65¢ a day introduced; 2 wks. vacation after 1 yr. of service (new clause), 4 wks. after 15 yrs. (formerly after 20 yrs.); 1 wk. sick leave after 6 mo. of service, 2 wks. after 1 yr. and 3 wks. after 5 yrs.; compulsory check-off and modified union shop provisions introduced; rate for hospital maid \$42 to \$47 a wk. and rate for washman \$61 to \$66 a wk.

MEN'S CLOTHING MFRS. ASSN., TORONTO, ONT.—AMALGAMATED CLOTHING WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 3,500 empl.—wage increase of 4½% eff. July 1, 1963; wage reopener on anniversary dates; P.S.I. coverage extended to dependents (formerly empl. only); infirm empl. retiring at age 60 to be covered by hospital insurance.

MILLINERY MFRS. ASSN., MONTREAL, QUE.—HATTERS (AFL-CIO/CLC): 3-yr. agreement covering 2,000 empl.—wage increases of \$2 a wk. eff. Feb. 16, 1963, \$2 a wk. eff. Feb. 16, 1964 and \$1 a wk. eff. Feb. 16, 1965; 7 paid holidays (formerly 6); minimum hours to qualify for annual vacation reduced to 1,350 hrs. (formerly 1,400 hrs.); employer contributions to retirement fund increased to 2% (formerly 1%); improvements in sickness and accident benefits; employers' products will bear union label.

MOIRS LTD. & MOIRS SALES, HALIFAX, N.S.—TEAMSTERS (IND.) & BAKERY WKRS. (CLC): 1-yr. agreement covering 600 empl.—wage increase of 2¢ an hr. eff. Feb. 15, 1963 (negotiated in previous agreement to take effect after its expiry).

MONTREAL CITY, QUE.—PUBLIC SERVICE EMPL. FEDERATION (CNTU) (INSIDE EMPL.): 2-yr. agreement covering 3,700 empl.—wage increase of \$300 a yr. effective Dec. 1, 1962; retroactive to June 17, 1962 empl. reclassified into 18 groups ranging from a low of \$2,500 to \$3,200 to the highest of \$8,900 to \$10,100 (formerly 163 different pay scales); no increase for 420 empl. at maximum of the wage groups.

MONTREAL GENERAL HOSPITAL, MONTREAL, QUE.—SERVICE EMPL. FEDERATION (CNTU): 1-yr. agreement covering 800 empl.—arbitration award granting wage increases ranging from \$5 to \$12 a wk. with one half the increase retroactive to April 1, 1962; premium of \$5 a wk. for broken shifts (formerly 75¢ a day); 9 paid holidays (formerly 7); 4 wks. vacation after 15 yrs. of service (formerly after 20 yrs.); compulsory check-off and modified union shop provisions introduced; rate for orderly \$54 to \$68 a wk.

(Continued on page 253)

Upgrade U.S. Vocational Rehabilitation Office

Office of Vocational Rehabilitation becomes the Vocational Rehabilitation Administration; Mary Switzer named Commissioner. U.S. foundation honours Canadian. Ontario County Rehabilitation Council arranges three-day conference

Among the changes in the United States Department of Health, Education and Welfare announced by Secretary Anthony J. Celebrezze was the upgrading of the Office of Vocational Rehabilitation, which has been renamed the Vocational Rehabilitation Administration.

"The size and importance of the Vocational Rehabilitation Program has increased markedly over the past several years," the Secretary stated. "Miss Mary Switzer, who had so ably directed this program since 1950, will head the Administration with the title of Commissioner."

U.S. Foundation Honours Canadian

Dr. Murray L. Barr of Belmont, Ont., head of the microscopic anatomy department at the University of Western Ontario, was one of four scientists who received cash awards and trophies from the Joseph P. Kennedy Jr. Foundation. The presentations were made by President Kennedy.

Dr. Barr received \$8,333 for his own use and \$25,000 to use in furthering his research projects. Dr. Ivor Asbjorn Folling of Oslo, Dr. Jerome Lejeune, University of Paris, and Joe Hin Tjio of Indonesia were the other scientists receiving awards.

The Foundation, established by President Kennedy's father in memory of a son killed during the Second World War, was begun to encourage research in the field of mental retardation. These were the first awards made from the Foundation.

Ontario County Rehabilitation Conference

A conference on rehabilitation arranged by the Ontario County Rehabilitation Council, sponsored by the Ontario Department of Health, which brought together many workers in rehabilitation from Ontario and farther afield was held at Oshawa, Ont., on February 27 to March 1. The keynote address, on the theme "Scope and Purpose of Rehabilitation in the Community," was given by Hon. Dr. M. B. Dymond, Ontario Minister of Health.

Special speakers included Ian Campbell, National Co-ordinator, Civilian Rehabilitation; Rev. Daniel Coughlan, Director of Probation Services, Attorney General's Department; Edward Dunlop, O.B.E., Executive Director, Canadian Arthritis and Rheumatism Society, and Dr. Gustave Gingras,

Executive Director, Rehabilitation Institute of Montreal.

Subjects discussed during the three-day conference included "Rehabilitation of: the Chronic and Physically Impaired, Those with Impaired Sight and Hearing, Persons with Subnormal Intelligence, the Mentally Ill and the Young Offenders."

Dr. Gingras spoke on "Physical Medicine and Rehabilitation Institutes" and joined Dr. Bruce Young of the Frontenac and District Rehabilitation Centre; Charles Lyons, Rehabilitation Institute of Ottawa; Dr. G. D. K. Palmer, Hamilton Institute of Physical Medicine; Dr. Russell Youngberg, Reading Institute of Rehabilitation, Reading, Pa.; and Dr. G. S. Crawford, Toronto Western Hospital, in a panel discussion on "Rehabilitation Centres."

Wade Hampton, President, Operation Reliance, Incorporated, gave an illustrated talk on "Sheltered Workshops."

Kenneth Hawkins, Director of Rehabilitation in the Ontario Department of Health, was moderator of a panel consisting of Mr. Campbell; Jack Amos, Director of Rehabilitation Services, Ontario Department of Welfare; Harry Worling, Chief Rehabilitation Officer, Workmen's Compensation Board, Toronto; Mrs. E. A. Collins, President of the Ontario County Rehabilitation Council; and Dr. John E. Hastings, University of Toronto School of Hygiene. The subject of discussion was "Federal, Provincial and Community Facilities for Rehabilitation."

The discussion on the final day explored the position of the handicapped in industry. Participants in this discussion were Dr. G. Chmara, Medical Director, General Motors of Canada; Douglas Hamilton, Ontario Federation of Labour; Gower Markle, United Steelworkers of America; A. C. Rice, International Harvester Company of Canada; A. Stapleton, General Motors of Canada; and the Special Placements Officer, National Employment Service, Oshawa.

The final session took a look at the trends for the future of rehabilitation and what programs and facilities will be needed in the community. Dr. C. Jackson, Psychologist of the Medical Health Clinic of Oshawa, presented recommendations arising out of the discussions.

Survey of Unemployed Older Workers

Survey in one U.S. labour market area of unemployed male workers between ages of 45 and 64 indicates that labour market differentiates among older workers and hiring discrimination does not necessarily contribute to their unemployment

A study of 195 unemployed male workers between the ages of 45 and 64 in one United States labour market area has indicated that the labour market differentiates among older workers and that discrimination does not necessarily contribute to their inability to obtain employment.

Older workers themselves were convinced that refusal of employers to hire older workers was the major barrier to their finding jobs. But the findings of the study suggest that three separate groups of older workers—each with separate employment problems—can be identified on the basis of personal and work history characteristics. A different approach seems to be required to the problems of each of these groups.

Most of the older workers interviewed had extended periods of unemployment. More than half were jobless for a year or longer. The survey showed, however, that long-term unemployment, even when jobs were scarce, was not experienced equally by all groups. Long periods of joblessness were particularly frequent for workers aged 55 and over, for those who had a low educational level, for blue collar workers with little skill, and for those who had to leave previous jobs for health reasons.

The relationship between length of unemployment and level of education was found to be striking. Fifty-seven per cent of those with less than grade nine education were out of work for a year or more. This compared with 44 per cent of those with more education.

The combination of advanced age and low education had particularly severe consequences. Sixty-five per cent of those aged 55 and over with less than grade nine education were jobless for 12 months or longer.

In one of the three identifiable groups are those older workers whose skills and abilities are in such demand that loss of a job means only a short period of unemployment. This group is usually able to find employment through its own efforts.

A second group of older workers are those who may be qualified only for jobs at low skill levels but who have work records, some level of skill and education, and health, all of which make them fully capable of employment in various types of work. In many cases unemployment among

this group appears to stem from displacement from long-tenure jobs because of plant shutdowns or other technological changes. It seems that, wherever possible, the most effective aid to workers in this category lies in arrangements for avoiding permanent separation from their employers through such devices as inter-plant or inter-department transfers when facilities are closed down or jobs destroyed because of technological change.

Those from this category who become unemployed could benefit from various kinds of assistance in making labour market adjustments. Among those interviewed, few had taken or were interested in retraining. Nevertheless, workers in this group generally have the potential for continued and useful work force participation, and special efforts in counselling, training and job referral might assist them in securing employment.

The third group appears to be those whose level of education, skill and training, health, or motivation—to work are such that their chances of being able to compete for jobs, except in periods of extreme labour shortage, are very low. Many who fall into this category are over age 55. The study suggests that consideration be given to ways and means of making withdrawal from the labour force financially feasible for members of this group. Experience in Canada, however, indicates that special counselling, retraining and selective placement can lead, in many cases, to jobs even for members of this group.

The study was made in Peoria, Ill. The paper describing the findings was by Walter H. Franke, Institute of Labor and Industrial Relations, University of Illinois. The objective of the study was to determine how the personal and work history characteristics, perceptions of the job market, and job-seeking patterns of older workers were related to the length of unemployment.

The survey was admittedly limited and not necessarily representative of all unemployed workers in the area at the time. It included only those who were registered at the state employment service. Furthermore, the results were affected by the particular characteristics of the Peoria labour market. Also, much of the period covered was one in which job openings were scarce.

The Woman Worker, 1891

Twenty-five years after Confederation one out of every eight paid workers in Canada was a woman. This fact emerged from the 1891 Census of Canada, the first to segregate statistics on the number of women workers.

The ten leading occupations, all closely associated with the work of the home were: servant, dressmaker, teacher, farmer, seamstress, tailoress, saleswoman, house-keeper, laundress and milliner.

Mills and factories, many of them taking over work formerly done in the home, had come into being. Women worked in the laundries and canneries, tended machines in cotton, woollen and knitting mills, and did simple routine jobs in the making of cigars, soap, corsets, clothing, shoes, biscuits and candy.

Nearly one half of these women (48 per cent) were in Ontario and 27 per cent in Quebec. The Maritimes accounted for 20 per cent and western Canada for about 5 per cent.

In the light of these data, of considerable interest is a contemporary study, "The Conditions of Female Labour in Ontario," by Jean Thomson Scott, B.A., published in 1892 in *Toronto University Studies in Political Science*, First series, No. III. It was the first contribution to the Studies "by a lady graduate."

Reasons for working—Miss Scott believed that the entry of women into the working world was due to "advancing civilization"—with new employments continually opening up "which require but slight experience and seem adapted for women"—to a need for women to earn their own living, to the desire for a "certain standard of comfort," and to social conditions of life that made it prudent for girls "to learn some occupation so as to be prepared for future risks."

Hours of work—The Ontario Factory Act of 1884 had imposed a limit of 60 hours per week and 10 hours per day for women. Many factories had shorter hours, however, awakening the hope that 55 hours might become the limit.

Stores and shops closed at 9:00 on week days and at 10:00 or 12:00 on Saturday nights, with the result that "girls have often to find their way home alone at late hours along lonely streets." Office workers usually ended their working day between 5 and 6 p.m. Nurses worked 12-hour shifts.

Protective legislation—The Factory Act applied to manufacturing establishments employing six persons or more, and the Shops

Regulation Act limited hours of work in so far as girls under the age of 16 were concerned. All the rest—domestic workers, seamstresses and tailoresses in small establishments, store clerks and milliners—remained unprotected by the law.

There was not even a prohibition on night work. For example, girls in Toronto were sometimes employed "from 11 p.m. until 5 or 6 a.m. setting up type . . . for the cable despatches to country newspapers."

In situations where the work was not too difficult, the author noted, women were gradually displacing men at lower rates of pay, "thus supplying a source of cheap labour." She added: "There is no doubt that if women were paid the same rates as the men they would not be so largely employed."

Further, Miss Scott warned that displacement of male workers by women at lower wages was having a detrimental effect on men's earning ability and constituted a serious threat to family security. "Let women, when they wish to compete with men meet them on fair ground by demanding equal remuneration," she advised.

The learned professions were outside the scope of the enquiry, but, commenting on women's entry into medicine, Miss Scott wrote, ". . . if the entering of such professions . . . can tend in any way to aid in the general improvement of women wage-earners as a whole, that of itself is a sufficient reason why women should do so."

Married women—Most married women in gainful work preferred occupations that could be carried on at home, such as dressmaking, millinery, sewing, tailoring, laundry, or keeping boarders. "Married women in Canada," wrote Miss Scott, "do not seem to go out to work as long as their husbands are at all able to support them."

Organization—Efforts to organize women's trade unions had met with little success; in some instances they had joined men's unions. There did not exist "that class spirit among women that is necessary to organize progress."

Nevertheless, a latent urge to organize had found expression in the "formation of women's clubs for various objects." The Young Women's Christian Guild, organized in Toronto in 1886, had as its aims promotion of the "spiritual, moral, intellectual, social and physical welfare of young women." Miss Scott predicted, "Where trade unions fail, such associations as this will succeed in advancing the cause of woman."

TEAMWORK in INDUSTRY

The Calgary School Board of Calgary, Alta., and its 350 caretaker employees, members of Local 40, National Union of Public Employees, completed five successful years of labour-management co-operation on St. Patrick's Day.

Labour-Management Committee secretary M. A. Jacobson reported that while union and employer have initially held differing viewpoints on numerous occasions, the harmony and cordial relations established at committee meetings have facilitated mutually agreeable solutions. "The committee eases implementation of Board policies by acquainting both parties with the facts beforehand," he said. "Major problems requiring policy decisions from the administration are expedited when full information expressing the viewpoints of both union and management is made available before a policy decision is reached."

Said J. J. Smart, Calgary School Board's architect and building superintendent: "The success of the Labour-Management Committee program is proved by management's desire to continue in this area. The improved employee-management climate, resulting from the committee's activities since its inception, makes the time and effort spent in preparing and holding meetings worthwhile. Face-to-face contacts between line administrators and employees help both parties to give responsible leadership in this vital area of public service."

Speaking on behalf of Local 40, union president L. W. Davies commented: "Our union recognizes the importance of meeting regularly with management representatives to resolve differences and expedite solutions to problems which would otherwise grow to undue proportions. The success of the last five years of labour-management co-operation in our service is manifested by the high level of interest shown by our membership and by the fact that both labour and management consider the committee an essential part of the working scene."

* * *

A random survey of the suggestions submitted by the six labour-management committees serving Calgary's civic administration has been described as an "eye-opener" because of the number, variety and value of the proposals. According to safety supervisor G. A. Grassick, the city recently

introduced an incentive award plan which is operated by the six Labour-Management Production and Safety committees. Faith in the committees' effectiveness is climbing rapidly. Accompanying one suggestion submitted by an employee was the comment: "You are the only committee that can rectify this situation."

* * *

Management of the Saskatchewan Transportation Commission recently invited employees in the Regina and Moose Jaw districts to a Labour-Management Committee "open house" where they were asked to criticize company and LMC operations and suggest how they might be improved for 1963. STC employees are members of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (CLC).

* * *

Frank Everingham, managing director of the Aero Petroleum Company Ltd., Barking, Essex, England, has found that the best way to generate good relations with his workers is to sit down with their union representatives and discuss joint problems over beer and food.

The first of such meetings was attended by about 30 of the company's 70 tanker drivers and operatives. Mr. Everingham rented a room at a local "pub," laid on beer and victuals, and invited union officials, shop stewards and key employees of the company. Reported Mr. Everingham: "The meeting showed there was tremendous co-operation between management and staff, and all recognized the need for personal endeavour to increase productivity and efficiency."

Union reaction about the meeting was expressed by William Crump, branch secretary of the oil trades section of the Transport and General Workers Union. "It was a first class idea," he said. "It enabled both the men and management to get together on common ground." Added tanker driver Ronald Hughes: "We must remember that we are all members of the same company from the top to the bottom, and if the atmosphere at the meeting is continued in our everyday work, then productivity and efficiency must increase."

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during January. The Board issued three certificates, ordered two representation votes, and granted one application for revocation of certification. During the month the Board received four applications for certification and allowed the withdrawal of one application for certification and of one request under Section 61 (2) of the Act for review of an earlier decision.

Applications for Certification Granted

1. Brotherhood of Locomotive Engineers, on behalf of a unit of locomotive engineers employed by the New York Central Railroad Company, Lessee of the Michigan Central Railroad and Sub-lessee of The Canada Southern Railway (L.G., Jan., p. 47). The Brotherhood of Locomotive Firemen and Enginemen had intervened.

2. International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), Local 698, on behalf of a unit of reservations agents employed by the Compagnie Nationale Air France in its Reservations Section at Place Ville Marie, Montreal, Que. (L.G., Jan., p. 47).

3. General Truck Drivers Local Union No. 879, General Truck Drivers Union Local No. 938, and Teamsters, Chauffeurs, Warehousemen and Helpers Local No. 91, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of operating and maintenance employees employed by Motorways (Ontario) Limited, Rexdale, Ont. (L.G., Feb., p. 143). The Canadian Transportation Workers Union Local No. 200, National Council of Canadian Labour, had intervened.

Representation Votes Ordered

1. International Longshoremen's and Warehousemen's Union, Local 501, applicant, and Western Stevedoring Company Limited, Vancouver, B.C., respondent (received during month) (Returning Officer: G. H. Purvis).

2. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union No. 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and The Windsor Truck and Storage Company Limited, Windsor, Ont., respondent (received during month) (Returning Officer: A. B. Whitfield).

Application for Revocation Granted

The Board granted an application for revocation of certification affecting P. G. Robertson, H. R. Douglas, *et al.*, applicants, Trans-Canada Air Lines, Montreal, Que., respondent, and the International Association of Machinists, respondent (L.G., Jan., p. 48).

Applications for Certification Received

1. International Longshoremen's and Warehousemen's Union, Local 501, on behalf of a unit of lockermen and waterboys employed by Western Stevedoring Company Limited, Vancouver, B.C. (Investigating Officer: G. H. Purvis). (See "Representation Votes Ordered." above.)

2. Commercial Telegraphers' Union, C.N. System, Division 43, on behalf of a unit of messengers employed by the Canadian National Railways, Telecommunications Department (Investigating Officer: A. B. Whitfield). (See "Application for Certification Withdrawn," below.)

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

3. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union No. 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of The Windsor Truck and Storage Company Limited, Windsor, Ont. (Investigating Officer: A. B. Whitfield). (See "Representation Votes Ordered," above.)

4. General Drivers, Warehousemen and Helpers Local Union No. 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and dockmen employed by Empire Freightways Limited, Winnipeg, Man. (Investigating Officer: J. S. Gunn).

Application for Certification Withdrawn

Commercial Telegraphers' Union, C.N. System, Division 43, applicant, and Canadian National Railways, Telecommunications Department, respondent (received during month).

Request for Review Withdrawn

Request for review of the certificate issued by the Board on June 23, 1958, affecting the International Association of Machinists, applicant, and TransAir Limited, St. James, Man., respondent (L.G., Dec. 1962, p. 1387).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During January, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Niagara Television Limited, Hamilton, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae).
2. TransAir Limited, Winnipeg, and Canadian Air Line Pilots' Association (Conciliation Officer: J. S. Gunn).

Settlements Reported by Conciliation Officers

1. Niagara Television Limited, Hamilton, Ont., and National Association of Broadcast Employees and Technicians (see above).
2. Alberta Wheat Pool, Burrard Terminals Limited, Pacific Elevators Limited, Saskatchewan Wheat Pool and United Grain Growers Limited, and Grain Workers' Union, Local 333 of the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (Conciliation Officer: G. R. Currie) (L.G., Jan., p. 49).
3. John N. Brocklesby Transport Limited, Toronto, and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough) (L.G., Nov. 1962, p. 1283).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in November 1962 to deal with a dispute between Hull City Transport Limited and Hull Metropolitan Transport Limited, Hull, Que., and Division 591 of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., Jan., p. 49) was fully constituted in January with the appointment of Mario Du Mesnil of Montreal, as Chairman. Mr. Du Mesnil was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Clement-Noel Beauchamp of Hull and Robert Bouchard of Montreal, who were previously appointed on the nomination of the companies and union, respectively.

Conciliation Board Reports Received

1. Pacific Western Airlines Limited, Vancouver, B.C., and Pacific Western Airlines Traffic Employees Association (L.G., Dec. 1962, p. 1392). The text of the report is reproduced below.
2. Pacific Western Airlines Limited, Vancouver, B.C., and Canadian Air Line Flight Attendants' Association (L.G., Dec. 1962, p. 1392). The text of the report is reproduced below.

Report of Board in Dispute between

Pacific Western Airlines Limited
and

Pacific Western Airlines Traffic Employees Association

This was a Board of Conciliation and Investigation which was appointed under the provisions of the Industrial Relations and Disputes Investigation Act to endeavour to bring about agreement between the parties to the said dispute, and to find terms for a collective agreement which the parties will accept and to report to the Honourable, the Minister of Labour, pursuant to the provisions of Section 17 of the Industrial Relations and Disputes Investigation Act.

A. Boyd Ferris appeared for the employer; Robert R. Smeal appeared for the bargaining agent.

The parties agreed the Board had been properly constituted and had jurisdiction

During January, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Pacific Western Airlines Limited, Vancouver, and Pacific Western Airlines Traffic Employees Association.

The Board was under the chairmanship of William E. Philpott, LL.B., Vancouver. He was appointed by the Minister on the joint recommendation of the other two members, John G. Gould and John Drew, both of Vancouver, nominees of the company and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the chairman and Mr. Gould. The minority report was submitted by Mr. Drew.

The majority and minority reports are reproduced here.

to make recommendations in relation to the matters in dispute.

The Board met with the parties on November 29, November 30, December 5 and December 9. The Board held deliberations on December 13, December 18, December 19 and December 24, 1962.

Two issues were in dispute, namely:

1. Wages.
2. Six-day work week.

The Association contended that the guiding factor for pay rates should be the rates paid by Canadian Pacific Airlines and Trans-Canada Airlines. The employer replied stating that the employees of Pacific Western Airlines should have their wages compared with wages paid to employees of regional air lines and not trunk air lines.

The Board herein is of the opinion at this stage of operations the proper comparison in relation to parity should be made with the regional air lines, e.g., Canadian Nordair, Quebecair, etc., which airlines operate the same type of business as does Pacific Western Airlines.

In regard to the six-day work week—the method by which 40 hours of work per week are worked in six day shifts of six hours and forty minutes (6 hours 40 minutes)—the Association requested that in order to compensate employees losing one day per week that "For employees working other than an eight-hour day, one day per week will be added as an accumulated rest day and such rest day will accumulate to not more than ten."

The employer's reply was to the effect that none of the regional carriers had this plan in operation and that such a clause in the agreement would necessitate the hiring of extra men to cope with the situation.

The Board herein respectfully recommends as follows:

1. That the term of a new agreement be for one year, from July 1, 1962 to June 30, 1963.

2. **Wages**—That there be an increase in wages across the board to all employees in the amount of fifteen dollars (\$15.00) per month, retroactive to July 1, 1962.

3. **Six-day work week**—That there be no change made at this time in relation to the present six-day work week.

Dated at Vancouver, B.C., this 3rd day of January, A.D. 1963.

(Sgd.) W. E. Philpott,
Chairman.

(Sgd.) John G. Gould,
Member.

MINORITY REPORT

The following is a Minority Report arising out of the above named dispute.

1. **Wages:** While the employer's financial position is recognized as serious, I must adhere to recognized authority and principle as they traditionally apply to the problem of wage determination in such situations. I regret that my fellow members together eliminated the consideration of just salaries in favour of the employer's purported financial condition.

These employees associated themselves as a bargaining agent in 1960 at which time certain category adjustments were instituted. There has never been a general salary increase. Salaries are excessively low and are definitely inferior when measured in terms of any accepted standard.

I have no hesitation in recommending a minimum salary increase of ten per cent, retroactive to the date of termination of the current collective agreement.

It is obvious, too, that where certain occupations are reasonably similar to those of Canadian Pacific Airlines and Trans-Canada Airlines, both of whom are currently operating similar "short-haul" or domestic regional services, similar wages and working conditions should apply.

2. **Six Day Work Week:** I adhere to the majority decision in this matter with the recommendation that the employer prepare to institute the "accumulated rest days" system as compensation for the six-day work week during the new contract period.

In conclusion I would state that the bargaining agent has presented a reasonable and well-documented argument. The wage issue is simply one of recognized desert conflicting with purported inability to pay. In such a situation, standard wages and working conditions for employees must receive first consideration.

Dated at Vancouver, B.C., this 14th day of January, A.D., 1963.

(Sgd.) John Drew,
Member.

Report of Board in Dispute between Pacific Western Airlines Limited and Canadian Air Lines Flight Attendants' Association

This was a Board of Conciliation and Investigation which was appointed under the provisions of the Industrial Relations and Disputes Investigation Act to endeavour to bring about agreement between the parties to the said dispute, and to find terms for a collective agreement which the parties will accept, and to report to the Honourable the Minister of Labour, pursuant to the provisions of Section 17 of the Industrial Relations and Disputes Investigation Act.

A. Boyd Ferris appeared for the Employer; Robert R. Smeal appeared for the bargaining agent.

The parties agreed the Board had been properly constituted and had jurisdiction to make recommendations in relation to the matters in dispute.

The Board met with the parties on November 29, November 30, December 5 and December 9; the Board held deliberations on December 13, December 18, December 19 and December 24, 1962.

The Flight Attendants' Association requested eight changes in the new agreement in relation to:

1. Wages.
2. Amendment of Article 5, Paragraph 9.
3. Guarantee of minimum flight credits.
4. Increase in number of days off per month.
5. Extension of vacation time.
6. Re Scheduled Flights—Letter of Undertaking.
7. Number of stewardesses per flight to be fixed according to seating capacity of aircraft.
8. Scheduling rules consistent with the application of block system.

The Association contended that stewardesses' wages should be on a par with wages paid to Trans-Canada Airlines and Canadian Pacific Airlines stewardesses.

These latter two airlines are the major airlines in Canada and operate a trans-Canada trunk line service.

Pacific Western Airlines are regional air carriers as are Canadian, Nordair, Quebecair, etc. The Board is of the opinion that Pacific Western Airlines is not the same type of carrier as are the two major air-

lines of Canada but is directly comparable with the Canadian regional airlines. In this respect the wages paid to stewardesses by Pacific Western Airlines exceed the wages paid to stewardesses by the other Canadian regional airlines.

The Board was unable to reach a unanimous decision. Mr. Drew has indicated he will file a minority report.

Therefore the Board herein respectfully submits the following recommendations to be incorporated into the new collective agreement.

1. Wages

That there be no change in the current wage schedule.

2. Article V—Paragraph 9

That the words "scheduled to be" be deleted from this paragraph.

3. Flight Credits Guarantee

It is recommended that the parties herein continue negotiations on the basis of the employer's proposal as enunciated at the hearings.

4. Days off per Month

No change is recommended at this time.

5. Extension of Vacation Time

No change is recommended at this time.

6. Re Scheduled Flights—Letter of Undertaking

It is recommended that the parties herein continue negotiations on the basis of the employer's proposal as enunciated at the hearings.

During January, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Pacific Western Airlines Limited, Vancouver, and Canadian Air Lines Flight Attendants' Association.

The Board was under the chairmanship of William E. Philpott, LL.B., Vancouver. He was appointed by the Minister on the joint recommendation of the other two members, John G. Gould and John Drew, both of Vancouver, nominees of the company and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Gould. The minority report was submitted by Mr. Drew.

The majority and minority reports are reproduced here.

7. Minimum Flight Attendants Complement

The union requests that the minimum Flight Attendant complement for each aircraft shall be determined by equipment capacity on the basis of one (1) Flight Attendant for each twenty (20) passengers or major fraction thereof.

The Board is of the opinion that the system to determine Flight Attendants complement per aircraft, as suggested by the union, is not basically a practical one.

However, in view of the fact that "in 1960 the company agreed that as a matter of policy two Flight Attendants would be carried on all flights carrying over 40 passengers" the Board is of the opinion that the company should adhere to their declared policy in this regard, in order to protect the working conditions of Flight Attendants by not unduly increasing their work load.

Therefore, this Board recommends that when a foreseeable pattern appears of more than 40 passengers there should be a complement of two (2) Flight Attendants.

8. Block System Scheduling Rules

As declared to the parties herein by the Board at the hearings, the Board recommends that the parties continue negotiations in relation to scheduling rules consistent with the application of any block system which might be established by the company.

9. That the term of agreement be for one (1) year from July 1, 1962 until June 30, 1963.

Dated at Vancouver, B.C., this 3rd day of January, A.D. 1963.

(Sgd.) W. E. PHILPOTT,
Chairman.

(Sgd.) JOHN G. GOULD,
Member.

MINORITY REPORT

The following is a minority report arising out of the above named dispute.

1. **Wages:** While the Employer's financial condition is recognized as serious, I must adhere to recognized authority and principle as they traditionally apply to the problem of wage determination in such situations. I regret that my fellow members together eliminated the consideration of just salaries in favour of the Employer's purported financial condition. I therefore recommend a salary increase sufficient to equate these

salaries with those being paid by Canadian Pacific Air Lines and Trans Canada Air Lines for similar work performed on similar regional operations in the same area as the Employer's operations.

The evidence presented was sufficient to conclude that the work content, responsibilities, and external working conditions of the occupation of Flight Attendant in Pacific Western Air Lines Limited were reasonably identical with the same occupation in the major carriers' regional operations in the same area, as to warrant equal rates of remuneration and similar internal working conditions.

2. **Article V—Paragraph 9**—I agree with the majority recommendation.

3. **Flight Credits Guarantee**—I agree with the majority recommendation.

4. **Days Off Per Month**—Ten as suggested by union.

5. **Extension of Vacation Time**—Recommend that either the present vacation clause remain or the company's proposal of 3 weeks during the winter months be instituted.

6. **Re Scheduled Flights—Letter of Understanding**—That the 3-4-5 formula be applied to charter flights so that current abuses can be eliminated.

7. **Minimum Flight Attendants Complement**—Evidence presented showed abuse of Flight Attendant personnel in providing for only one Attendant where the number of passengers warranted two or more.

Considerations of normal passenger safety measures and Flight Attendant work-load appear to call for some regulation. I therefore adhere to the bargaining agent's proposal for a minimum Flight Attendant complement of one Attendant for every twenty passengers, or major fraction thereof. This recommendation is made with the facts in mind of the prevailing practice of the major air carriers and of the absence of such regulation by the Air Transport Board.

8. **Block System Scheduling Rules**—I agree with the majority recommendation.

9. I agree with the majority recommendation that a one-year contract should be effected.

Dated at Vancouver, B.C., this 14th day of January, A.D., 1963.

(Sgd.) JOHN DREW,
Member.

Canadian Railway Board of Adjustment No. 1

Releases Decisions in Two Recent Cases

The Canadian Railway Board of Adjustment No. 1 last month released its decisions in two cases heard January 8.

The first dispute was over the dismissal of an engineer for violation of rules; the second, over claims for punitive pay by three yard foremen not called when spare foremen were required.

The Board ordered reinstatement of the dismissed engineer, with prior rights, and the clearing of the charge from his record. In the second case, the Board sustained the employees' contention but denied their request for payment of the claim.

The two cases, Nos. 800 and 801, are published below.

Case No. 800—*Dispute between Canadian National Railways (Mountain Region) and Brotherhood of Locomotive Engineers over the dismissal of an engineer for violation of the uniform code of operating rules.*

A yard foreman in charge of the work on a yard assignment, and his helpers, noticed that the engineer on the assignment was not responding to signals in a satisfactory manner, that he continued to move after stop signals had been given, and that it had been necessary to keep on repeating signals. The result was that the engineer kept stopping considerably beyond the proper point.

After this had been going on for about an hour and a half, the foreman, after consultation with his helpers, decided that for safety reasons the engine should be returned to the shop track.

The trainmaster-road foreman of engines who was on duty at the time testified that when the engineer returned to the crew clerk's office he was slurring his words and that there was an odour of alcohol on his breath. An assistant foreman who was present in the office also detected the odour of alcohol on the engineer. The senior official suspended the engineer pending investigation.

At the investigation the next day, the engineer denied having taken any alcohol on the day of the incident, and stated that nothing unusual had occurred. Other crew members said that they had not noticed any sign of alcohol on the engineer while the work was going on.

The company contended that the circumstances related, and the evidence of the two supervisory officers as to the smell of alcohol on the engineer's breath, left no

doubt that the engineer had been guilty of violation of Rule G, and that his dismissal was justified.

The employees contended that the statements taken at the investigation did not establish a violation of Rule G. Asserting that the engineer was dismissed on insufficient evidence, they requested his reinstatement with seniority unimpaired and full payment for time lost.

The contention of the employees was sustained to the extent that the board ordered the engineer to be reinstated with prior rights, and his record to be cleared of the charge under Rule G. Time out of service, however, the Board decided, was to count as a penalty for the unsatisfactory manner in which he had performed services on the occasion in question.

Case No. 801—*Dispute between Canadian National Railways (Great Lakes Region) and Brotherhood of Railroad Trainmen over claims by three yard foremen for pay at punitive rates when they had not been called when spare yard foremen were required.*

On six separate occasions when a spare yard foreman was required, no qualified yard foreman was working as a yard helper on the assignment on which the vacancy occurred, and all employees on the yard foremen's spare board had either already completed five shifts in their work week or were on leave or under rest. No qualified yard foreman was obtainable from the yard helpers' spare board.

The company, therefore, filled the vacancy by calling the junior qualified yard foremen working as yard helpers.

Three yard foremen submitted claims for eight hours at punitive rates. The company declined the claims.

The dispute turned on what was intended in the agreement by the phrase, "should the yard foremen's spare board be exhausted."

Both parties cited the same paragraph of the current agreement, which said that temporary vacancies for a yard foreman would be filled by "the senior qualified yard foreman working as a yard helper on the assignment on which the vacancy occurs," but "if there is no qualified yard foreman working as a yard helper on the assignment," the vacancy would be filled from the yard foremen's spare board.

"Should the yard foremen's spare board be exhausted," the qualified yard foreman standing first out of the yard helper's spare

(Continued on page 243)

LABOUR LAW

Legal Decisions Affecting Labour

Manitoba Court of Appeal rejects contention of lack of jurisdiction of Labour Relations Board because of alleged bias of one member. Alberta Supreme Court holds Minister's consent to prosecute not sufficiently precise. Ontario High Court upholds international union's right to funds of local on its dissolution

In Manitoba, the Court of Appeal, in a dispute between a local of the United Steelworkers of America and a local of the Mine, Mill, Smelter and Refinery Workers Union, upheld the validity of the Labour Relations Board's representation vote order and rejected a contention that the Board had no jurisdiction to issue such order because of alleged bias or interest of one of its members.

In Alberta, the Supreme Court stopped proceedings under the Alberta Labour Act on the ground that the Minister's consent to prosecute did not refer to one particular offence, being thus not specific enough to avoid any misunderstanding.

In Ontario, the High Court, in an action by the International Brotherhood of Electrical Workers for the recovery of the funds and assets of a dissolved local union, upheld the rights of the international union to such assets and held the diversion of the local's funds into separate trust funds and the refusal to hand them over to the international union were improper, illegal and in violation of the union constitution and by-laws.

Manitoba Court of Appeal...

...upholds validity of order by Labour Relations Board for the taking of a representation vote

On June 15, 1962, the Manitoba Court of Appeal by a majority decision rejected a contention of lack of jurisdiction of the Labour Relations Board because of interest or bias of one of the Board's members, and upheld the validity of the representation vote order.

An application had been made to the Manitoba Labour Relations Board by United Steelworkers of America, Local 6166, for certification as bargaining agent for certain employees of the International Nickel Co. of Canada Ltd. at Thompson, Man. At that

time, by virtue of an earlier order dated June 16, 1960, Thompson and District Mine, Mill, Smelter and Refinery Workers Local 1026 of the International Union of Mine, Mill and Smelter Workers was the certified bargaining agent of the employees.

In support of its application the Steelworkers filed with the Board applications for membership signed by approximately 1,400 employees out of a total working force of about 1,900 persons. The Board, under its powers set forth in S. 9 (4) of the Labour Relations Act, decided that a hearing should be held to consider the Steelworkers' application. As a result, the Board conducted public hearings, in the presence and with the participation of all parties concerned.

At one stage of the hearings counsel for the Mine-Mill Union moved that the employee member of the Board disqualify himself on the grounds of interest or bias. Although the Board did not agree that the member was disqualified by bias or interest, the member voluntarily agreed to disqualify himself and not to participate in the decision of the Board. The Chairman of the Board announced this decision, noting, however, that the member would continue to sit with the Board. All parties accepted this arrangement without objection.

The hearing continued for several days, with the member sitting as a silent observer except on one occasion. During the course of an exchange involving a witness, counsel on both sides, and the Chairman, concerning the meaning of an article in the rival union's constitution, the member called attention to another article in the constitution which might throw light on the meaning of the article under consideration. No objection was taken by the Mine-Mill Union to this intervention, and the union continued to participate in the proceedings,

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

calling witnesses, cross-examining and presenting argument and finally asking the Board to find in its favour and dismiss the application for a representation vote.

The Board, without further participation by the member, ordered on March 8, 1962 the taking of a representation vote.

A few days after the Board's decision the Mine-Mill Union moved in the Court of Queen's Bench for an order prohibiting the Board from proceeding with its representation vote and for an order of *certiorari* to quash the Board's order. The trial judge dismissed the application and his decision was appealed.

In the Court of Appeal the majority of the judges was of the opinion that although physical withdrawal from the hearing is the most desirable way to effect non-participation of a member of the Board, it is not the only way. A clear public statement that he will not, for a particular case or matter, participate in the discussion or decision can accomplish the same purpose. In the case at bar, the member's brief intervention after his self-imposed disqualification was indiscreet and improper, but was not of such character as to involve him as a participating member in the Board's proceedings or its ultimate decision, and he himself made clear at that time that he did not intend to participate in the discussion or decision. Furthermore, no objection was taken either to the member's continued presence or his intervention. The Mine-Mill Union was thus precluded from challenging the jurisdiction of the Board which it had, by its conduct, already accepted, and the Board's representation order could not be impugned for want of jurisdiction as having been made by a tribunal one of whose members was disqualified on account of interest or bias.

Mr. Justice Morin, in his dissenting opinion, held that the evidence before the Board showed a likelihood of real bias on the part of one of the members. He was thus disqualified and the disqualification of one member of the Board disqualified all. The member in question had participated in the decisions of the Board of importance to the parties involved prior to his withdrawal and the Board was thus disqualified and without jurisdiction from the very beginning, and could not obtain jurisdiction by acquiescence.

The Court of Appeal, by a majority decision, dismissed the union's appeal and upheld the validity of the Board's representation vote order. *Re Thompson and Local 1026 of the International Union of Mine, Mill and Smelter Workers et al.* (1962) 35 D.L.R. (2d) Part 5, p. 333.

Alberta Supreme Court...

...holds a consent to prosecute was insufficient because it did not refer to a specific offence

On September 11, 1962, Mr. Justice Manning of the Alberta Supreme Court granted a writ of prohibition preventing a prosecution under the Alberta Labour Act on the ground that the Minister's consent to prosecute was insufficient as it did not refer to one particular offence only and was not specific enough to avoid any misunderstanding.

Section 125 of the Alberta Labour Act reads:

S. 125 (1). No prosecution for an offence under Part II, V or VI shall be instituted except with the consent in writing of the Minister.

(2) A consent by the Minister to the prosecution of a person named in the consent for an offence under Part II, V or VI, and

- (a) alleged to have been committed on, or
- (b) in the case of a continuing offence, alleged to have commenced on, a date set out in the consent, is a sufficient consent for the prosecution of the person named in the consent for any offence under Part II, V or VI committed on or commencing on the date set out in the consent.

Under this section of the Act, the Minister of Labour consented to institute proceedings against Whyte Avenue Hotel Co. Limited of Edmonton and one of its officers on a charge which in the Minister's consent was worded as follows:

That Whyte Avenue Hotel Co. Limited, of the City of Edmonton, in the Province of Alberta, operating the Commercial Hotel, Edmonton, and one of its officers Terenty Wakalich, of the City of Edmonton, in the Province of Alberta, did, between the 29th day of November, 1961, and the 29th day of May, 1962, fail to conclude a collective agreement with the Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union, Local 579, Edmonton, Alberta giving effect to and including the terms of an award of a Conciliation Board as contrary to the Provisions of subsection (11) of Section 93 of the Alberta Labour Act.

Mr. Justice Manning, in his reasons for judgment, referred to *Rex, v. Breckenridge* (1905) 10 OLR 459, in which the consent that was given by a judge was in general terms. It was decided that the consent was not sufficient because it was not definite enough and might have been used as a basis for a prosecution for an alleged offence different from that which had been brought to the attention of the judge who gave the consent.

In the case at bar, Mr. Justice Manning was of the opinion that the consent of the Minister of Labour was more specific than the consent in the *Breckenridge* case. It

appeared to him, however, that statutory provisions that require a "consent" before specific legal proceedings may be taken have in the past been construed strictly and require that the "consent" should be specific so that there will be no room for any misunderstanding and so that the consent can refer only to one particular offence.

In the case under review the consent referred to an alleged offence that the accused person did not conclude a collective agreement giving effect to "an award of a conciliation board". The award of the conciliation board was not identified to the extent that it could refer to only one specific matter. For this reason, in Mr. Justice Manning's judgment, the reasoning in the *Breckenridge* case was applicable to the case at bar, and a writ of prohibition to prevent the prosecution was granted. *Re Regina v. Whyte Avenue Hotel Co. Limited; The Regina v. Wakulich*, (1962) 40 W.W.R., Part 4, p. 193.

Ontario High Court...

...rules international union entitled to assets of its chartered local union on its dissolution

On July 4, 1962, Mr. Justice Thompson of the Ontario High Court, in an representative action on behalf of an international union to recover money and securities of a dissolved local union, ruled that the international union was entitled to the assets of chartered locals on dissolution.

Prior to the year 1957 the employees of Smith and Stone Limited of Georgetown, Ont., organized a local union and were granted a charter by the International Brotherhood of Electrical Workers. The local then became known as Local Union No. 788 of the I.B.E.W. The local was duly certified as a collective bargaining agent for the employees and in a collective agreement a check-off of union dues was secured. By-laws governing the local were passed in due course and in them was incorporated the international constitution which provided, *inter alia*, for the return of the local union's assets upon the demand of the international body in case of dissolution of the local union.

In November 1957, a movement to defect and seek another parent union originated in the ranks of the local. It was decided, quite informally, to seek affiliation with the United Mine Workers of America and to divert the assets of the local to other accounts or so-called trusts. The securities and monies of the local were actually deposited in three accounts, namely, Smith & Stone Employees' Trust Fund, Smith & Stone Union Employees' Trust Fund and employees of Smith & Stone's Trust Fund.

In June 1958 a vote of employees was duly conducted and afterwards the local was decertified and a charter was issued by United Mine Workers of America for a newly organized local union.

Meantime, the officers of Local 788, with the exception of the vice-president, were suspended by the international president and were replaced by others.

Later, a person was appointed by the international president of the I.B.E.W. to take charge of the affairs of Local 788, and, according to the relevant provisions of the constitution, demand for the assets of the local was made. Local 788 continued in existence until September 1959, when its charter was revoked by the international president and the local was dissolved.

In due course the international union brought about a court action for the recovery of assets that once belonged to the dissolved local, claiming that the monies and securities became the property of the international union upon dissolution of the local in September 1959, and that, in any event, they should have been handed over to the international president upon demand of his representative made in January 1958 in accordance with the union's constitution.

It was conceded at the trial that whatever was done by the international president was within his power according to the union's constitution, but it was contended that upon the dissolution of the local its funds and property became the subject of resulting trusts in favour of the members who contributed to them, and the international was not the beneficiary of such trust, nor in any way was entitled to the property of the dissolved local.

Further, it was contended that although the union constitution provided that, upon dissolution, the charter, papers and funds of the local union would be forwarded to the international secretary and although another provision required that the property be turned over to the international president upon his demand, nowhere was there provision in the constitution for distribution of unexpended funds.

Mr. Justice Thompson did not accept these contentions. He held that the diversion of the local's assets into separate trust funds was improper, illegal and in violation of the union constitution and by-laws. There could be no resulting trust in favour of the contributors if it was their intention to part with their money or where a return of any surplus to the international was not contemplated.

He noted further that the union's constitution restricts the use of the funds and property of a local, apart from what is

required for its management and the conduct of its business, to such purposes as are approved by the international president. The constitution forbids distribution of funds among the individual members, except in the form of such benefits as may be approved by the international president. Also it provided for the remission to the international union of any surplus upon dissolution of a local and that before the withdrawal of a local union from the international union, all books, papers, charters, funds and all other property are to be forwarded to the international secretary.

Mr. Justice Thompson noted that the international constitution is aimed at complete supervisory control of all locals by the international executive, including command over its funds and property. Nowhere is there any indication of any intended return of contributions made by the members, except by way of such benefits as are prescribed. The property rights of the local unions are wholly subordinate to those of the international as an entirety. The constitution is binding on all members and each, upon admission, is obligated to advance the interests of the international organization.

In addition, the acceptance of an application for membership and admission into the union, constitutes a contract between the member and the local, the I.B.E.W.

and all other members thereof, the terms of which are spelled out by the constitution and the by-laws of the local. Each individual member, in accordance with the terms of the constitution, contracts and stipulates that the funds and property of the local to which he has subscribed, upon demand or upon dissolution of the local, as the case may be, shall be handed over to the international for its purposes.

In Mr. Justice Thompson's opinion, whether or not such property, upon such delivery over, is impressed with a trust is foreign and irrelevant to the issues at bar. It was sufficient to state, for the purposes of the determination of such issues, that the defendants in the case at bar had unlawfully converted the funds and securities to their own use and had illegally detained books and records of Local Union No. 788 of the I.B.E.W. in their possession.

It appeared to Mr. Justice Thompson that what the defendants had been improperly and wrongfully attempting to accomplish had been the preservation of the assets and records of Local No. 788 for the use and benefit of the succeeding union to which they have defected.

The court directed the delivery to the international union of books, records and assets, the latter in the form of damages in the sum of \$7,200. *Raymond v. Doherty et al*, (1962) 34 DLR (2d) Part 9, p. 610.

Recent Regulations, Federal and Provincial

New Brunswick issues minimum wage order for sawmills. British Columbia and Quebec raise minimum wages, for fruit and vegetable industry, school employees

Regulations issued under the federal Corporations and Labour Unions Returns Act prescribed the information to be included in the financial statements of corporations and unions.

In British Columbia, a revised order for the fresh fruit and vegetable industry set a minimum wage of \$1 an hour, with provision for lower rates during the first three months of employment.

A new minimum wage order in New Brunswick established a minimum wage of \$1.05 an hour for sawmill workers.

In Quebec, a new minimum wage order for municipal and school corporations dropped the regional differentials to set a general minimum of 90 cents an hour.

FEDERAL

Corporations and Labour Unions Returns Act

The first regulations to be issued under the Corporations and Labour Unions Returns Act were gazetted January 9.

The Corporations and Labour Unions Returns Act, which was passed in April 1962 and went into force on January 1, 1963, requires corporations and unions to file annual returns with the Dominion Statistician, subject to certain exceptions (L.G., Dec. 1962, p. 1346).

The regulations (SOR/63-9) specify the information to be included in the financial statements to be submitted by corporations and unions in the confidential sections of their returns, and prescribe the fees to be paid by persons wishing to inspect the non-confidential sections of the returns.

PROVINCIAL

Alberta Workmen's Compensation Act

The Y.M.C.A. and the Y.W.C.A. were brought under the Alberta Workmen's Compensation Act by a regulation gazetted January 15 and effective January 1, 1963.

British Columbia Male and Female Minimum Wage Acts

A new order of the British Columbia Board of Industrial Relations set a minimum wage of \$1 an hour for employees in the fresh fruit and vegetable industry, with provision for lower rates during the first three months of employment. The new order, which was gazetted December 27 to go into force on February 1, replaced a 1954 order that set a minimum wage of 75 cents an hour for men and of 60 cents for women.

Another order gazetted the same day, B.C. Reg. 178/62, exempted hospital employees training to be practical nurses under the supervision of the Department of Education or the Vancouver Vocational Institute from the coverage of the Acts. A third order, B.C. Reg. 179/62, excluded employees of Goodwill Enterprises for the Handicapped, Victoria, B.C.

Fresh Fruit and Vegetable Industry (B.C. Reg. 177/62)

Subject to the exceptions provided, the new \$1-an-hour rate applies to all employees engaged in the canning, preserving, drying, or packing of fresh fruit or vegetables. Three other recent orders of the Board also set a minimum of \$1 an hour for employees in the manufacturing, mercantile and hotel and catering industries (L.G., Jan., p. 62).

In line with the usual practice, an exception is again made for an apprentice, part-time worker or handicapped employee working under a permit from the Board. Such an employee must be paid the rate specified in the permit.

Lower rates are now set for employees with less than three months experience in the fresh fruit and vegetable industry. The minimum is now 85 cents an hour during the first month of employment, 90 cents the second, and 95 cents the third. A month's employment is defined as a period of 22 working shifts.

The new order stipulates, however, that, regardless of the period of employment, an employee's wages may not be less than \$1 an hour for the purpose of calculating overtime and the daily guarantee.

Special overtime rates are again set for the busy season, when employees in the fresh fruit and vegetable industry are permitted to work beyond the 8-hour daily and 44-hour weekly limits fixed by the Hours of Work Act. From June 1 to November 30 each year, employees are to be paid time and one-half their regular rate for the first two hours worked in excess of 9 hours in a day and double time for any hours in excess of 11 in a day. Time and one-half

must be paid for any time worked in excess of 54 hours in a week where overtime hours are not calculated on a daily basis.

In the period between December 1 and May 31, time and one-half the regular rate must be paid for all hours worked in excess of 8 in the day or 44 in the week. In the exceptional cases where the Board has approved an agreement to average hours over a fixed period, time and one-half must be paid for all hours in excess of an average of 44 in a week.

An employee must be paid at his regular rate, which, as noted above, may not be less than \$1 an hour, for the entire time spent at his workplace in response to a call from the employer. He must receive at least two hours pay, if he reports for work, and four hours (previously three hours), if he commences work, subject to the usual qualifications. Students reporting for work on a school day must be paid a minimum of two hours pay at the regular rate.

As formerly, a rest period of at least an hour must be given after five consecutive hours of work. However, if 75 per cent of the employees in an establishment sign a petition requesting a shorter period free from duty, a shorter rest period (not less than half an hour) may be instituted with the approval of the Board.

The order also contains the usual provisions respecting semimonthly pay, the posting of orders and schedules setting out daily shifts and rest periods, and the keeping of records and employee registers.

British Columbia Hours of Work Act

The order exempting employees in the logging industry from the daily and weekly limitations fixed by the British Columbia Hours of Work Act was amended by B.C. Reg. 176/62 to add the following operations: log dumping, barge loading, road construction, moving and rigging, where necessary to prevent interruption of normal production schedules; and maintenance work.

New Brunswick Minimum Wage Act

An order of the New Brunswick Minimum Wage Board, gazetted January 9, set a minimum wage of \$1.05 an hour for employees in sawmills and related enterprises, effective April 1, 1963.

The new order applies not only to sawmill workers but also to employees in sash, door and planing mills, furniture mills, box, basket and crate mills, hardwood flooring mills, veneer and plywood mills, and in other wood-using industries.

The \$1.05-an-hour rate is based on a 9-hour day, 54-hour week. One and one-half the minimum rate must be paid for all hours worked in excess of 54 hours in any week.

The maximum charge for board and lodging is \$1.65 a day. An employer may not charge more than 55 cents for a single meal.

Employees in sawmills and related enterprises are to be paid at least once a month.

The order will be reviewed annually.

Quebec Minimum Wage Act

The Quebec Minimum Wage Commission has revised its minimum wage order for municipal and school corporations, dropping the regional differentials to set a general minimum wage of 90 cents an hour. Previously, the minimum for such employees was 70 cents an hour in Zone I (Metropolitan Montreal) and 64 cents in Zone II (elsewhere in the province).

The revised order (No. 41, 1963) also includes special provisions for employees engaged in winter works projects, setting a minimum of \$1.50 an hour for skilled workers in this category and of \$1.00 an hour for unskilled workers.

The coverage of the order is unchanged. As before, it governs all employees of municipal and school corporations to whom the Minimum Wage Act applies, except persons subject to another order.

Minimum Rates

As well as establishing a general minimum of 90 cents an hour, the order again sets special minima for certain categories of workers. The minimum for students and messengers is 70 cents an hour, regardless of location. Under the previous order, the minimum for office boys and messengers was 56 cents an hour in Zone I and 52 cents in Zone II.

A caretaker continuously supervising his employer's establishment, who is provided with free lodgings on the premises, must now be paid at least \$70 a week. Formerly, the minimum for such an employee was \$40 a week in Zone I and \$35 in Zone II.

Monthly minimum rates are again set for secretaries of municipal and school corporations whose hours of work are unverifiable. Rates vary according to the number of property owners, ranging from \$60 a month for a corporation with 100 property owners or less, to \$225 a month for a corporation with 700 or more.

The minimum for the secretary of a county municipality has been increased from \$70 a month to \$100.

Minimum rates for attendance officers are again based on the number of children attending school in the district. The minimum payable in a district with 100 pupils or less is \$10 a month, increasing by \$5 a month for each additional 100 pupils up to a yearly wage of \$2,000.

Teachers, as before, must be paid at least \$150 a month, plus \$5 a month for any maintenance work they agree to do. If a teacher is provided with lodgings, the school board is forbidden to charge for rent or for lighting, heating, or cleaning equipment.

Hours and Overtime

As previously, the regular work week of most employees of municipal and school corporations is 48 hours. One and one-half times the minimum must be paid for all hours in excess of 48. However, employees hired for a fixed weekly, monthly or yearly wage need not be paid overtime if they earn \$70 a week or more.

Employees without a regular work week also have no right to claim payment for overtime. These include: persons engaged in snow-clearing operations, caretakers with lodgings furnished, employees of telephone exchanges, school teachers, attendance officers and employees whose hours of work are unverifiable.

General Provisions

In line with former practice, the order provides that every employee called to work less than the regular working day must receive at least three hours pay at the applicable minimum rate unless he refuses to do the work required of him. However, this provision does not now apply to secretaries of municipal or school corporations whose hours of work are unverifiable, and attendance officers or employees of school corporations who do work such as cleaning or heating.

As before, every employee of a municipal or school corporation is entitled to a weekly rest of 24 consecutive hours or two periods of 18 hours each.

A few changes were made in the provisions regarding pay statements and records. Every employer is again required to give every employee an earnings statement every pay day. This statement must now show the employer's name and address as well as the name of the worker, the pay period, the number of hours worked with overtime shown separately, wage rate and wages earned, and take-home pay.

It is also mandatory for employers to keep records showing, in respect of each employee: name and address, occupation,

date of commencement of employment, pay period, total number of hours worked, overtime hours, wage rate and gross wages, deductions, take-home pay and any other particulars required by the Commission.

Particulars regarding hours and overtime need not be shown on the pay statement or on the employer's records in the case of employees paid on a monthly basis or those paid on a weekly basis who earn \$70 a week or more.

Employees on Winter Works Projects

As indicated above, the revised order for municipal and school corporations contains special provisions for workers employed on winter works projects, undertaken to relieve unemployment and financed out of federal or provincial grants. The minimum for skilled employees (the term is not defined) employed on winter works programs of this

kind is \$1.50 an hour, and for unskilled workers, \$1 an hour.

The regular work week of employees on winter works projects who are doing ordinary construction work is 48 hours. The regular work week for those working on aqueducts and sewers is 55 hours; it is 60 hours for persons engaged in road construction.

Every pay day, employees engaged in winter works projects must also be given vacation pay equal to 2 per cent of their earnings. Municipal and school corporations are not obliged to give other employees subject to this order an annual vacation with pay, nor to issue them vacation pay.

Effective Dates

The new order went into effect on January 19, the date of publication, and will remain in force until May 1, 1964.

Britain Proposes New Plan for Training in Industry

A plan for increasing the supply of skilled labour for British industry by means of an expansion in technical training in industry has been proposed by the British Minister of Labour, John Hare.

The proposal, contained in a Command Paper recently presented to the British Parliament, is that statutory powers be given to the Minister of Labour to set up boards responsible for all aspects of training in individual industries. The boards would have the power to impose a levy on the firms in their industry.

The boards could lay down training policies, establish syllabuses and tests, and give advice and financial grants to firms that employ trainees and run their own training courses.

Before setting up a board the Minister would be required to consult the employers' and employees' organizations concerned. Mr. Hare is currently holding discussions with the British Employers' Confederation and the Trades Union Congress.

In each case, the composition of the boards would be a matter for consultation with the industry concerned.

The Command Paper points out that industry in Britain has been short of skilled labour ever since the war, and that this shortage has been an important factor in holding back the country's rate of economic expansion. The situation can be met only

by increasing the rate of industrial training, the paper says.

The main objectives aimed at by the plan are stated to be: to bring about a better balance between the scale of training and the country's economic needs and technological developments; to improve the general quality of technical training and to establish minimum standards; and to spread the cost of training more fairly than at present.

A report, *Training for Skill*, put out in 1958 by the National Joint Advisory Council, which consists of the employers' and workers' representatives under the chairmanship of the Minister of Labour, found that there was nothing basically wrong with the British system of apprenticeships, or with the principle that training on the job was primarily the responsibility of industry. It suggested, however, the formation of some central voluntary body to encourage training, and recommended that firms unable to provide training themselves might make some other contribution toward the cost of training the skilled workers their industry required.

In recent years, both the Government and a large section of opinion in industry have come to the conclusion that the amount and quality of industrial training can no longer be left to the unco-ordinated decisions of individual firms.

UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Total of claimants at end of December up 58 per cent from number at end of November, statistics* show. Initial and renewal claims during month up 33 per cent

Claimants for unemployment insurance benefit numbered 592,000 on December 31, 1962. This figure was 58 per cent higher than the total of 374,200 at the end of November, but was almost the same as the figure at the end of December 1961.

The totals for December in the two years include regular and seasonal benefit claimants. On December 31, 1962 seasonal benefit claimants numbered 95,300 and on December 29, 1961 they numbered 108,500. Of the total claimants on November 30, 1962, seasonal benefit claimants numbered 12,000.

At the beginning of December, claimants were estimated to be about 10 per cent of the insured population, which was the same as at the beginning of December 1961.

Of the claimants on December 31, 1962, more than 90 per cent of the males, and about 80 per cent of the females, came on claim during the last quarter of the year.

Between 85 and 90 per cent of the increase in the number of claimants on December 31 was made up of males, and nearly 80 per cent of the total on that date were males. This was the same as a year earlier but 5 percentage points more than on November 30.

Initial and Renewal Claims

Initial and renewal claims filed in December numbered 323,800, a number 10 per cent below the total for December 1961 but 33 per cent above the November total of 243,600. The increase between November and December was partly due to the application of the seasonal benefit provisions. Between 40 and 45 per cent of the claims during December were established under these provisions.

Of the 241,100 initial claims filed during December, nearly 30,000, or 12 per

cent, were on behalf of persons whose benefit rights had expired and who were seeking re-establishment of credits under either regular or seasonal benefit provisions. There were nearly twice as many such cases in December (14,600) as in November, when they amounted to 8 per cent of the initial claims.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in December was estimated at 316,700, compared with 189,000 in November and 320,200 in December 1961.

Payments during the month amounted to \$31,100,000, compared with \$18,900,000 in November and \$29,400,000 in December 1961.

The average weekly payment was \$24.54 in December, \$23.85 in November and \$24.20 in December 1961.

Insurance Registrations

Reports for December showed that insurance books or contribution cards had been issued to 4,921,881 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

* See Tables E-1 to E-4, page 268

On December 31, registered employers numbered 339,298, an increase of 461 since November 30.

Enforcement Statistics

During December, 7,170 investigations were conducted by enforcement officers across Canada. Of these, 3,613 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 260 were miscellaneous investigations. The remaining 3,297 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 232 cases, 76 against employers and 156 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,239.

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in December totalled \$29,478,741.19, compared with \$29,588,-260.44 in November and \$29,269,080.06 in December 1961.

Benefits paid in December totalled \$31,086,590.36, compared with \$18,933,-672.63 in December and \$29,447,375.24 in December 1961.

The balance in the Fund on December 31 was \$98,975,326.02; on November 30 it was \$100,583,175.19 and on December 31, 1961 it was \$163,305,098.55.

Monthly Report on the Operations of the National Employment Service

Vacancies notified by employers to national employment offices, and placements effected on those vacancies, both recorded year-to-year declines during January 1963.

Some 92,000 vacancies were notified in January compared with 93,000 a year earlier, a decrease of 1.4 per cent. Vacancies for women remained unchanged from last year at 36,000; vacancies for men numbered 56,000, a decrease of 2.2 per cent from January 1962. These changes in vacancies, however, are not large enough to be significant in themselves except as they may indicate a shifting trend in hiring activity.

Placements effected, on the other hand, show more positive patterns. Some 74,800 placements were effected during January, a decrease of 2.3 per cent from last year. Placements of men at some 46,700 were down from January 1962 by 6.0 per cent, but placements of women increased by 4.6 per cent to a total of 28,100.

Some 3,500 of the placements effected in January involved the movement of workers from one local office area to another, a

higher total than during December but substantially lower than the number of transfers made a year earlier.

Only the Quebec and Pacific regions continued to record year-to-year increases in placements. Percentage changes over January 1962 by regions were as follows:

Atlantic	-19.7
Quebec	+10.0
Ontario	- 2.4
Prairie	-16.7
Pacific	+ 4.4

This was the first year-to-year decrease in placements to be recorded in the 24 months since February 1961; but January 1963 placements were higher than in any postwar year except last year.

Although the January data indicate a pause in the high level of employment activity that was reflected in placement totals over the past two years, placement data for the next two or three months will be needed to give a firm indication of any trend.

Municipal Winter Works Incentive Program Extended

After representations from many sources, the Government has approved an extension of the Municipal Winter Works Incentive Program from April 30 to May 31, it was announced on February 28. In their representations, many municipalities made reference to the very severe winter that had delayed work on some projects.

The extension will apply to all projects already approved this winter, as well as to any new projects that may still be put forward by municipalities and approved by the provinces and the federal government.

*These do not necessarily relate to the investigations conducted during this period.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2093, December 18, 1962

Summary of the Main Facts: The claimant, who resides near Pembroke, Ont., filed an initial application for benefit in the Pembroke local office of the Unemployment Insurance Commission on May 15, 1962, and was registered for employment as a stenographer.

In a letter written at Windsor on July 16, 1962, and received in the Pembroke local office on July 18, the claimant said:

This is to inform you that I have been called away to Windsor Sunday night as my grandmother has had a very serious operation and was not expected to live through it. Since it is impossible for me to report July 17, I am enclosing my claimant's weekly report.

I am available for work and would like to be notified at given address till my next reporting day.

On July 24, the day after her return, the claimant made a statement asking to be considered available for work "for July 16 week as I left my address and phone number according to Section 25 of the insurance book, where I could be reached and notified of any position available so I could return sooner."

During a telephone conversation with an official of the local office on August 15, the claimant said that she had heard about her grandmother's needing an operation on Sunday, July 15, at approximately 2.30 p.m. She explained that she came to Pembroke post office every Tuesday to get her mail when she reported at the UIC office. "We have a car but my husband arrives home at 5.15 to 5.30 p.m. We get our mail at General Delivery, Pembroke, and the post office closes at 6.30 p.m.

"I intended having the upstairs lady telephone the UIC office on July 16 but she was away. I consider I made all arrangements possible to be notified of suitable employment when I could not get in touch with the local office by telephone prior to our departure." According to the record, when her statement was read back to her, the claimant "agreed it contains the information she wishes to convey."

On August 17, the insurance office notified the claimant, by letter, that she was disqualified and that benefit was suspended from July 15 to July 21, inclusive, on the ground that she was not available for work as she was out of the local office area.

The claimant appealed to a board of referees on September 5 and said:

Please treat this as a letter of appeal. On August 17, 1962, I was informed by the UIC that I had been disqualified from 15 July 1962, to 21 July 1962, for leaving the local office area.

On Sunday July 15, 1962, I received word that my grandmother was having a very serious operation on Wednesday July 18, 1962, and if I didn't come immediately I might not ever see her again as it was a very touchy operation for a woman of her age. We naturally left Pembroke that evening.

Since it was on Sunday and the UIC was not open, the only way we could inform them was to write to them on Monday and make arrangements with them so that I could be notified of suitable work. I told them I am available for work and could return immediately to accept any work. Also I gave them my address and phone number so I could be notified and I sent in my claimant's report for the previous week that I was available for (which incidentally I didn't get paid for).

In my opinion I followed all of the regulations of page 15 of paragraph 25 of the Direction to Report book. I ascertained that I was available for work, I made arrangements so that I could be notified of any suitable employment, and I was ready to return immediately to accept any suitable work.

The lady at the UIC office told me that maybe I didn't make arrangements in the correct way. Then if there is another way why didn't they specify it in the Claimants book instead of doing a nasty thing like letting people find it out later when *their* money has already been suspended. Not only did they not pay me for the week of July 15 to July 21, 1962, but I did not get benefit for the week of July 8, 1962 to July 14, 1962 and I was available for work all of that week. That is why I didn't forget to send in the Claimants report for that week. So why was I not paid for two weeks when it was only one week I was out of town for?

In his submission to the board of referees, the insurance officer stated that he had reviewed the information contained in the claimant's file and in her appeal "but could effect no change in his original adjudication." He also drew the board's attention to sections 25 and 26 of the booklet entitled "Direction to Report and Information for Claimants," which read:

Section 25—If for any reason you have to leave your local office area for a short period, be sure that you inform your local office before you go and ascertain whether you may be considered available for work during your absence. You should make arrangements so that you can be notified of any suitable employment opportunities and be ready to return immediately to accept at once any suitable work which turns up. Benefit will *NOT* be paid if your absence is for the purpose of taking a holiday.

Section 26—If on the other hand, you fail to inform your local office before you go, or are unable to comply with these conditions, you may not be considered available for work during your absence.

A board of referees heard the case in Pembroke on September 24. The majority decision of the board reads:

... After reviewing the evidence fully contained in the Submission, the Board, by majority, finds that claimant left her area of employment on July 15, 1962 and wrote a letter on 16th from Windsor, Ontario, giving her address in that City at which she should be notified of suitable employment. The Board, by majority, feels that this was not the proper way to notify her Local Office as claimant had access to the booklet "Direction to Report" and which explains in detail in paragraphs 25 and 26 the action she is to take before she leaves the Local Office area. This claimant did not do, as her letter of explanation did not reach the Local Office until 18 July. Therefore, the Board, by majority, feels that claimant was not available for work from 15 July 1962 to 21 July 1962.

... The claimant's appeal is disallowed, and the Insurance Officer's decision is upheld by majority.

The dissenting member of the board said:

... There is nothing in the booklet "Information for Claimants" which states what must be done when death or a serious operation or situation causes a need for a person to leave their area. It should be specified in the claimant's Information Booklet as what to do. The claimant followed the rules in this emergency situation and I therefore feel that she has complied with the Regulations and should therefore be allowed the money coming to her.

The claimant appealed to the Umpire on October 11, and stated:

My first reason for appealing this decision is because the decision of the Board of referees is not unanimous. My second reason is that I feel the Board of referees are not being fair about their decision as they are completely ignoring the fact that I left Pembroke on Sunday night ... so how could I possibly notify the UIC Office except by writing them the very next day, which I did. I understood how to notify the office in a normal situation but this was an emergency and the book did not state what to do in such a case. They said I did not do this (what the book said) as my letter of explanation did not reach the UIC office until July 18. Well, if I mailed it on the 16th, when would they expect it to reach the Local Office?

After reading the book before leaving for Windsor I knew what to do in a normal situation. I looked all through the book to see what to do in an emergency case where death was concerned. Since it gave no rules for such a situation I did the only best thing I knew.

I was happy to see that at least one member of the Board of Referees can understand the situation and is in my favour and I therefore feel that my appeal should be allowed. Please take note of the dissenting member's decision in my favour of the board of referees.

Considerations and Conclusions: In the absence of any specific provision in the Act or in the Regulations, sections 25 and 26 of the booklet entitled "Direction to Report and Information for Claimants" contain nothing, and can contain nothing, but a recommendation regarding what the Com-

mission considers a claimant should do before leaving his local office area for a short period. Consequently, the only question at issue in the instant case, viz., whether the claimant has proved that she was available for work within the meaning of section 54(2)(a) of the Act on the days comprising the period July 15 to July 21, 1962, inclusive, must be decided in the light of the particular circumstances of her case.

The record shows (1) that the claimant did the best thing she could do under the circumstances to ensure that any opportunity of suitable employment would be brought to her attention without delay, (2) that she was ready and willing immediately to curtail the period of her absence in order to accept any offer of suitable employment, and (3) that there was nothing connected with her absence or with the location of her temporary residence which would have prevented her from accepting any such offer had one been notified to her.

In view of the foregoing, I consider that the claimant has proved that she was available for work during the period in question.

I consequently decide to reverse the majority decision of the board of referees and to allow the claimant's appeal.

Decision CUB 2105, January 17, 1963

Summary of the Main Facts: The claimant filed an initial application for benefit at the Montreal local office of the Unemployment Insurance Commission on July 4, 1962. He had last worked as a labourer for a publishing company from August 1961 to June 18, 1962.

For his separation from employment he gave this reason: "Laid off, with no reason but I think it's a lack of work."

The employer confirmed the date of separation and stated: "Removed from regular payroll and placed on part-time call due to seasonal drop in volume of work. Has not been called because he immediately engaged in a demonstration in which his fellows walked off the job and all were replaced."

The following additional information was obtained over the telephone from the employer:

[The claimant] was advised that his name would be put on a part-time list due to decrease in activities. He made a scene and got three of his fellow workers to demonstrate their feelings. (They simulated a strike, with picket lines, etc. . . .) There was no union at the time. However, one is now being organized. The four employees were immediately released and replaced.

Although [the claimant] had been put on a part-time list, it did not mean that he was laid off, it only meant that his working hours

were subject to be shortened for a while, *if necessary*. I cannot say to what extent the working hours would have been reduced and when it would have happened. [Claimant] and his three companions will *never* be re-hired.

On July 19, in reply to a request for further information, the claimant wrote:

I was laid off for one day as there was no work. I was bitter with the boss as I was not the last man hired. I worked hard for the [company]. Some shifts were 37 hours, 35 and 24, I could go on. They promised me a good job.

I was fired after my argument with the boss. I was there the next day with two other fellow workers. We were told by the foreman to leave . . .

I did not quit, I was laid off and fired. I was laid off because the boss doesn't like me. I can prove it was unfair.

My fellow workers at the [company] did not think it was fair of the boss, laying me off as T..... was hired after me. They took a vote they would not go back unless all four were to work. As far as I am concerned, I was trying to get the union in and maybe that was the reason. If it is necessary, I will prove I was not in the vote and that I was unfairly laid off.

On July 23, the insurance officer disqualified the claimant from receiving benefit from July 1 to July 28, because he had lost his employment by reason of his own misconduct (section 60(1) of the Act).

The claimant appealed to a board of referees, which heard the case in Montreal on August 27. The claimant was present. The board, by a majority, dismissed the appeal.

The dissenting member expressed the following opinion:

After studying the case, I feel that there were some provocations by the Company which were proved by a walk-out of the claimant's fellow-workers. This has been admitted by the Company.

For that reason I sincerely think that the suspension should be for two weeks only.

On September 10, 1962, the claimant applied for leave to appeal to the Umpire. The claimant's application was not granted by the Chairman of the board of referees.

On October 24, 1962, the Chief of the Adjudication Division of the Commission submitted the following statement of observations:

In this case the board of referees' decision is not unanimous only on the question of the duration of the disqualification. The Chairman has not granted the claimant's application for leave to appeal to the Umpire against the board's unanimous decision that a disqualification be imposed. Therefore, the appeal of the claimant is restricted to the duration of the disqualification confirmed by the majority decision of the board of referees.

Considerations and Conclusions: According to the established jurisprudence, a claimant who has lost his employment by reason of his own misconduct is disqualified from receiving benefit for a period of six weeks (section 62 of the Act) unless there are extenuating circumstances.

As the claimant has adduced no conclusive evidence that such circumstances existed in his case, I see no valid reason to disturb the majority decision of the board of referees.

I consequently decide to dismiss the claimant's appeal.

Railway Board of Adjustment

(Continued from page 281)

board, provided he had been off duty for eight hours, would be called. If no qualified yard foreman on the yard helpers' spare board satisfied this proviso, "the junior qualified yard foreman working as a yard helper will be called."

The company contended that according to this article, a board was to be considered exhausted when all the men on the board had completed five straight time shifts during the current work week, or were on leave or under rest. According to this interpretation, on the occasions in question the spare board was exhausted, and the calling of the junior men was correct. "It is clearly evident . . . that a spare man who has not been off duty for a period of eight hours cannot be considered as available," the company said.

The union disputed this interpretation, and contended that even if a man had worked his full five shifts during the week, he

was available for work unless he was on leave or under rest.

The company also quoted from a statement in the employees' request for the establishment of a 40-hour work week as evidence of the adoption of a general principle of restricting yard service employees to five shifts a week.

The Board sustained the contention of the employees that the yard foremen's spare board was not exhausted when there were spare foremen on the board who had worked five shifts in a work week but were available for further service. It found, however, that the company's understanding of, and practice in applying the article cited had, prior to submission of the claims, been accepted by the employees without exception.

The Board therefore denied the employees' request for payment of the claims.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during January

Works of Construction, Remodelling, Repair or Demolition

During January the Department of Labour prepared 148 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 100 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 72 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Mines and Technical Surveys, Northern Affairs and National Resources, and Public Works.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in January for the manufacture of supplies and equipment were as follows:

<i>Department</i>	<i>No. of Contracts</i>	<i>Aggregate Amount</i>
Defence Production	144	\$1,090,773.00
Post Office	10	473,368.50
Public Works	4	52,256.60
Royal Canadian Mounted Police	16	162,830.84

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during January

During January the sum of \$7,684.74 was collected from 10 contractors for wage arrears due their employees as a result of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 167 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during January

Department of Agriculture

Ottawa Ont: J H Lock & Sons Ltd, installation of water cooling system, Dairy Technology Bldg, CEF. *Tichfield Sask:* South Construction Co Ltd, gravelling of highway revision, Tichfield to No 15 highway, South Saskatchewan River Project.

Atomic Energy of Canada Limited

Whiteshell Man: Dominion Bridge Co Ltd, fabrication & erection of structural steel, WR-1 Reactor, NRE.

Central Mortgage and Housing Corporation

Halifax N S: Community Enterprises Ltd, construction of high-rise apartment bldg & 21 row housing units, Westwood Park (Phase 2), FP 4/59.

In addition, this Corporation awarded five contracts containing the General Fair Wages Clause.

Department of Citizenship and Immigration

Sioux Lookout Indian Agency Ont: A K Penner & Sons Ltd, construction of school, residence, power plant & water supply system, Round Lake IDS; Gertz Construction Ltd, construction of school, residence, power plant & water supply system, Wunnumin Lake IDS. *Blood Indian Agency Alta:* Paul Stober Construction Ltd, additions & revisions to Blood IRS. *Edmonton Indian Agency Alta:* Fuller & Knowles Co Ltd, installation of drinking water supply system, Edmonton IRS. *Lesser Slave Lake Indian Agency Alta:* Athacon Builders Ltd, supply & installation of walk-in cooler & freezer, Wabasca IRS.

Defence Construction (1951) Limited

Dartmouth N S: McDonald Construction Co Ltd, supply & erection of steel hangars, HMCS *Shearwater*. *North Bay Ont:* Hill-Clark-Francis Ltd, construction of extension to Unit Supply Bldg, RCAF Station; Meldon Construction Ltd, construction of water, sewer, roadwork & electrical services for Bldg 64, RCAF Station. *Shirley Bay Ont:* L D Zuccarini Ltd, construction of DRCL Biological Wing Bldg. *Fort Churchill Man:* Lacey Construction Ltd, erection & finishing of school. *Cold Lake Alta:* Alberta Trailer Co (1961) Ltd, supply & installation of 200 transportable homes, RCAF Station.

Department of Defence Production

Cornwallis N S: L W Jackson & Son, supply & installation of heating system in Bldg No 41-3, Protestant Chapel, HMCS *Cornwallis*. *Dartmouth N S:* James F Lahey Ltd, interior painting of Bldgs No 2A & 3, RCN Armament Depot. *Glace Bay N S:* Burke & Chiasson, interior painting of Armoury. *Greenwood N S:* G W Sampson, interior

painting of PMQs, RCAF Station. *Halifax N S*: Banfield & Miles, fire-retardant painting of two bldgs, HMC Dockyard; Pryor Construction Ltd, installation of heating & ventilation system in Telephone Exchange Bldg No D-154, HMC Dockyard. *Shearwater N S*: R A Quinn & Co Ltd, replacement of wall tiles in 27 bathrooms in PMQs, RCN Air Station. *Moncton N B*: Elmer C Perry, interior painting of 24 PMQs, HMCS Coverdale. *Barriefield Ont*: Law-Construction, installation of sliding chalkboards, RCEME School. *Kingston Ont*: McBride & Marrison, installation of insulating sash, Canadian Forces Hospital. *North Bay Ont*: Marshall Bros Ltd, supply & installation of heating & ventilating duct, RCAF Station. *Shilo Man*: Frank E Simmons Ltd, extension of steam lines to connect Bldg P14 to Central Steam Plant, Military Camp. *Esquimalt B C*: Plaza Paint Pot, interior painting, bldgs Nos 192 & 192B, HMC Dockyard.

In addition, this Department awarded 30 contracts containing the General Fair Wages Clause.

Department of Mines and Technical Surveys

This Department awarded four contracts containing the General Fair Wages Clause.

National Harbours Board

Montreal Que: J G Fitzpatrick Pile, reconstruction of sheds 44-45, Tarte Pier, Section 44. *Vancouver B C*: Vancouver Ltd Driving & Contracting Co Ltd, construction of Commissioner St easterly access; Burns & Dutton Construction (1962) Ltd, reconstruction of grain gallery, Jetty No 1, Lapointe Pier.

Department of Northern Affairs and National Resources

Louisbourg N S: Maritime Builders Ltd, supply & installation of electrical & mechanical works for automatic water pumping station, Fortress of Louisbourg National Historic Park.

In addition, this Department awarded four contracts containing the General Fair Wages Clause.

Department of Public Works

Codroy Nfld: Pinsent Construction Co Ltd, construction of protection work. *St John's Nfld*: Seaboard Construction Ltd, construction of shops, stores & administration bldg for Department of Transport. *Charlottetown P E I*: Robert J Petrie Construction Ltd, alterations to federal bldg. *Halifax N S*: Streakless Window Services Ltd, cleaning windows of federal bldgs. *Meteghan N S*: Charles Joseph Thibodeau, construction of post office bldg. *Sydney N S*: T C Gorman (Nova Scotia) Ltd, reconstruction of quay wall, Point Edward. *St Basile N B*: Edmundston Lumber Co Ltd, construction of post office bldg. *Baie des Sables Que*: Roland Masse, construction of post office bldg. *Lauson Que*: A P Green Fire Brick Co Ltd, repairs to steam boilers, Champlain Dry Dock. *Quebec Que*: E M M Enr, snow removal, federal public bldgs. *Ste Foy Que*: Arden-Halle Ltd, repairs to Forest Research Laboratory, Laval University. *St Vincent de Paul Que*: Auguste Lessard Construction Ltee, supply & erection of prefabricated steel bldgs (Phase 111), Penitentiary. *St Zacharie Que*: Henri Garneau, construction of post office bldg. *Amethyst Harbour Ont*: Claydon Co Ltd, wharf repairs. *Arnprior Ont*: M A Oelsner & Son, interior & exterior painting, Civil Defence College. *Belleville Ont*: Ruliff Grass Construction Co Ltd, wharf repairs, Harbour Commission Wharf. *Chatsworth Ont*: Jim Armstrong General Construction, construction of post office bldg. *Hamilton Ont*: Sutherland Contracting, installation of rubber fenders on wharf, HMCS *Star*; National Cleaning & Maintenance (Hamilton), cleaning windows of federal bldgs. *Noelville Ont*: V Dube Construction, construction of post office bldg. *North Bay Ont*: Farquhar Construction Ltd, wharf repairs. *Odessa Ont*: Carlo Sorensen, construction of post office bldg. *Orangeville Ont*: Daly Construction Ltd, construction of federal bldg. *Osgoode Station Ont*: Coady Construction Ltd, construction of post office bldg. *Ottawa Ont*: Federal Electric Contractors Ltd, installation of underground duct system, CEF; Planned Renovators Ltd, redecoration of certain areas, Langevin Block, Wellington St. *Perth Ont*: J R Statham Construction Ltd, alterations to federal bldg. *Sarnia Ont*: Dean Construction Co Ltd, fender replacement. *Springfield Ont*: Elgin Construction Co Ltd, construction of post office bldg. *Toronto Ont*: Kanen Rustscheff, alterations to hand-cancelling, transportation & COD offices, Postal Terminal "A." *Verona Ont*: Kerr's Verona Ltd, construction of post office bldg. *Winnipeg Man*: British Canadian Electrical Co, alterations to lighting system, federal bldg. *Regina Sask*: Bird Construction Co Ltd, relocation of various bldgs &

construction of Agronomy Bldg, new Experimental Farm. *Edmonton Alta*: D S Greenfield Construction Ltd, construction of grain inspection bldg. *Kitscoty Alta*: Briden Construction Ltd, construction of post office bldg. *Keremeos B C*: Wm Harder, construction of post office bldg. *Matsqui B C*: Commonwealth Construction Co Ltd, preliminary site grading, site utilities & security fencing for Matsqui Institution. *New Westminster B C*: Dominion Bridge Co Ltd, installation of locks, railway bridge; Fraser River Piledriving Co Ltd, renewal of government wharf float. *Sunbury B C*: Pacific Piledriving Co Ltd, wharf & float reconstruction. *Fort Smith N W T*: Bert Johnson Painting Ltd, interior painting of various housing units. *Inuvik N W T*: Poole Construction Co Ltd, construction of Scientific Research Laboratory & federal housing & addition to hospital mechanical room.

In addition, this Department awarded 29 contracts containing the General Fair Wages Clause.

The St. Lawrence Seaway Authority

(December Report)

Beauharnois Que: Payette Construction Ltee, landscaping (1962), (fill, topsoil & crushed stone), lower lock, Central Region. *Lachine Que*: Canadian Erectors Ltd, repair to floor grading, Bridge 7, Lachine Canal; Dominion Bridge Co Ltd, repair & rehabilitation of Bridge No 1 (Blacks), Lachine Canal. *Chippawa Ont*: Ruliff Grass Construction Co Ltd, repair & modification of highway bridge across Welland River (2nd stage). *Iroquois Ont*: Moir Construction Co Ltd, construction of entrance wall fenders, Iroquois Lock; Bridge & Tank Co of Canada Ltd, repair of Bascule Bridge, Iroquois Lock. *St Catharines Ont*: Prepakt Construction Ltd, construction of recesses & sills for stop logs, lower end of Lock 4 (East & West) Welland Canal; Moir Construction Co Ltd, construction of additional entrance wall fenders at Lock 8, Welland Canal; Beamer Lathrop Ltd, reconditioning rotating bollards of safety fenders, Welland Canal; Ruliff Grass Construction Co Ltd, reconditioning balance chains on Bridges 10, 11, 12 & 17, Welland Canal. *Sault Ste Marie Ont*: J McLeod & Sons Ltd, supply & installation of two hot-air furnaces & duct work, Sault Ste Marie Canal.

(January Report)

Beauharnois Que: Verner & Frere, asphalt paving on east side of Lower Beauharnois Lock, Central Region. *Lachine Que*: Annett Chemicals Ltd, grouting of Lock structures, Locks 4 & 5, Lachine Canal. *St Catharines Ont*: Timberland-Ellicott Ltd, supply, delivery & installation of derrick at lower end of Lock 4, Welland Canal; Bridge & Tank Co of Canada Ltd, repair of Bridge No 7 across Welland Canal, Lock 7.

Department of Transport

Carp Ont: Douglas Bremner Contractors & Builders Ltd, construction of various bldgs for Air Services Training School & related work. *Ottawa Ont*: T P Crawford Ltd, installation of air conditioning system at radio regulations engineering laboratory, Clyde Ave. *Peterborough Ont*: Prepakt Construction Ltd, restoration of concrete at hydraulic lift lock. *Uplands Ont*: J H Lock & Sons Ltd, installation of air conditioning on 4th & 5th floors, Air Terminal Bldg. *Calgary Alta*: McCormick Electric Ltd, installation of airport lighting facilities; Premier Steel Mills Ltd, construction of additional boundary fencing & related work, Municipal Airport. *Edmonton Alta*: McNamara Construction Western Ltd, construction of extension to Regional Stores Bldg & related work. *Fort Nelson B C*: Nadon Sheet Metal Works Ltd, replacement of furnaces in five dwellings & related work. *Victoria B C*: Caledonia Electric Ltd, installation of airport lighting facilities, International Airport. *Cambridge Bay N W T*: Elsro Asphalt Ltd, construction of water supply for fire fighting in two bldgs. *Various locations in Alta, B C, N W T & Y T*: Huber Electric Ltd, installation of fire alarm systems.

PRICES AND THE COST OF LIVING

Consumer Price Index, February 1963

The consumer price index (1949=100) edged up 0.1 per cent, from 132.0 to 132.1, between January and February.* The February index was 1.8 per cent above the February 1962 index of 129.8.

Increases in the food, clothing, health and personal care, and tobacco and alcohol indexes offset a decline in the transportation index. The housing, and recreation and reading indexes were unchanged.

The food index rose 0.3 per cent from 129.0 to 129.4, mainly as a result of substantial increases for most fresh fruits and vegetables—particularly imported items—including citrus fruits, bananas, lettuce and cabbage; in contrast, imported fresh tomatoes were at slightly lower levels than in January. Prices for oranges were at their highest levels in almost 25 years and canned and frozen orange juice prices were also close to previous peaks. Sugar prices continued to rise and at the beginning of February were almost at the 1957 peak of 12.8 cents a pound but far below the record level of 22.9 cents a pound reached in August 1920. Egg prices were lower and beef prices continued to show fairly substantial price declines. Sirloin steak, for example, which reached an all-time peak of \$1.16 a pound in October 1962 stood at \$1.03 in February. Fresh pork prices were up somewhat but cured pork declined slightly.

The housing index was unchanged at 135.9 as the household operation component was unchanged and a fractional increase in the shelter component was not sufficient to move the index. In shelter, the home-ownership index continued its slight but steady upward movement while rents maintained their noticeable stability, unchanged at 143.8 for the ninth successive month and little changed from their February 1962 and February 1961 levels of 143.5 and 143.2 respectively. In household operation, price increases for fuel, particularly fuel oil, and higher prices for textiles and household supplies balanced lower prices for furniture, floor coverings and utensils and equipment.

The clothing index rose a fractional 0.1 per cent from 114.7 to 114.8 as higher prices for men's wear and piece goods out-

weighed lower prices for women's and children's wear, and footwear.

The transportation index declined 0.1 per cent from 139.8 to 139.6 as a result of lower prices for gasoline and automobile insurance. In the latter, lower rates were reported for several cities, including Montreal, and these offset rate increases in other cities, including Toronto and Vancouver.

The health and personal care index increased 0.1 per cent from 159.8 to 159.9. Price increases for personal care items outweighed lower prices for prescription drugs in pharmaceuticals.

The tobacco and alcohol index rose 0.2 per cent from 117.8 to 118.0 due to price increases for cigarettes.

The recreation and reading index was unchanged at 148.6.

City Consumer Price Indexes, January 1963

Consumer price indexes (1949=100) between December and January rose in eight of the ten regional cities; increases varied from 0.1 per cent to 0.4 per cent. The index for Winnipeg declined and the Saskatoon-Regina index was unchanged.*

The food indexes rose in all cities, the increases ranging from 0.2 per cent in Winnipeg and Edmonton-Calgary to 1.6 per cent in Ottawa. Movements in housing indexes were mixed; two cities showed increases, four slight declines, and four no change. The clothing indexes fell in seven cities and were unchanged in three. Transportation indexes declined in eight cities and remained unchanged in two. Three cities had higher indexes for health and personal care; in the other seven they were constant. In the recreation and reading component there were seven higher and three lower indexes. There was no change in the tobacco and alcohol index for each city.

Percentage changes in the regional indexes between December and January were: Saint John +0.4, Toronto +0.4, Vancouver +0.4, St. John's +0.2, Ottawa +0.2, Halifax +0.1, Montreal +0.1, Edmonton-Calgary +0.1, Winnipeg -0.1.

Point changes in regional indexes between December and January were: Saint John +0.5 to 132.4; Toronto +0.5

* See Table F-1 page 270.

* See Table F-2 page 270.

to 133.5; Vancouver ± 0.5 to 131.1; St. John's ± 0.2 to 118.3†; Ottawa ± 0.2 to 132.9; Halifax ± 0.1 to 130.9; Montreal ± 0.1 to 132.4; Edmonton-Calgary ± 0.1 to 127.5; Winnipeg -0.1 to 130.0. Saskatoon-Regina remained unchanged at 128.3.

Wholesale Price Index, January 1963

The general wholesale index (1935-39=100) rose to 242.9 in January, up 0.2 per cent from the December index of 242.4 and 2.5 per cent above the January 1962 index of 237.0. Five of the eight major group indexes were higher, three declined.

The vegetable products group index advanced 2.0 per cent to 220.6 from 216.3; the non-ferrous metals group index rose 0.6 per cent to 195.7 from 194.6; the textile products group index increased 0.5 per cent to 245.6 from 244.3. Increases of less than 0.5 per cent occurred in two major group indexes, wood products to 320.1 from 318.7, and iron products to 253.8 from 253.5.

The animal products group index declined 1.7 per cent to 260.9 from 265.4; the chemical products group index moved down 0.5 per cent to 189.2 from 190.2; and the non-metallic group index was practically unchanged, decreasing from 189.5 to 189.3.

The residential building material price index (1935-39=100) rose slightly in January to 297.4 from 296.2 in December; on the 1949 base it edged up to 130.4 from 129.9.

The non-residential building material price index (1949=100) edged up to 133.5 in January from 132.9 in December.

The index of Canadian farm product prices (1935-39=100) eased down 0.7 per cent in the four-week period ended January 25, declining to 228.5 from 230.0 at December 28. The animal products index dropped 2.1 per cent but the field products index moved up 1.8 per cent.

U.S. Consumer Price Index, January 1963

The United States consumer price index (1957-59=100) rose 0.2 per cent, from 105.8 to 106.0, between mid-December and mid-January. The index was 104.5 in January 1962.

The increase ended the three-month decline from the all-time high of 106.1 reached in September. The advance was attributed to higher food prices resulting in part from the freeze-up in areas producing citrus fruits and tender vegetables.

British Index of Retail Prices, December 1962

The British index of retail prices (Jan. 16, 1962=100) rose from 101.8 to 102.3 between November and December 1962. On the base January 17, 1956 equals 100, it rose from 119.6 to 120.2. On the latter base, the index in December 1961 was 117.1.

Food prices rose rather more than 1 per cent, the fuel and light index about 0.5 per cent, and the transportation and vehicles index almost 0.5 per cent.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 173

Annual Report

1. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Labour Organizations in Canada*, 1962. Ottawa, Queen's Printer, 1962. Pp. 96.

† On base June 1951=100.

2. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Wage Rates, Salaries and Hours of Labour, October 1961. Salaires, traitements et heures de travail, Octobre 1961. Annual Report (Rapport annuel)* no. 44. Ottawa, Queen's Printer, 1962. Pp. 402. Text in English and French.

3. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Wages & Hours—Primary Textiles Industry, 1961. Salaires & heures—industrie textile primaire, 1961. Report (Rapport)* No. 19. Ottawa, Queen's Printer, 1962. Pp. 14. Text in English and French.

4. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Annual Bulletin of Housing and Building Statistics for Europe, 1961*. Geneva, 1962. Pp. 54. Text in English and French.

Business

5. CANADIAN CHAMBER OF COMMERCE. *Policy Declarations, 1962-1963*. Montreal, 1962. Pp. 76.

Policy declarations on the following topics: freedom of enterprise, resources, manufacturing, external relations, finance defence, and miscellaneous topics such as Buy Canadian, distinctive national flag, foreign investment in Canada, old age security, unemployment insurance, etc.

6. U.S. SMALL BUSINESS ADMINISTRATION. *Interbusiness Financing: Economic Implications for Small Business*, by Robert P. Hungate. Washington, GPO, 1962. Pp. 157.

"Interbusiness financing can be defined generally as the financial help that one independent business gives another without going directly to conventional sources such as banks and finance companies." Explains the methods of interbusiness financing and provides examples in seven different industries.

Canada at Work Broadcasts

The following 14 talks were given on the radio series, "Canada at Work," and were published in 1962 by, and are available from, the federal Department of Labour, Ottawa.

7. ARMSTRONG, KEITH S. *Sheltered workshop*. Pp. 3.

The speaker, Executive Director of the Canadian Council for Crippled Children and Adults, defines a sheltered workshop as a "non-profit organization operated in the interests of its employees who cannot function in competitive employment, but in all other respects it is a business enterprise and must be operated on sound business practices." He stresses the importance of sheltered workshops in helping disabled workers.

8. CANADA. DEPARTMENT OF LABOUR. *Interview with C. R. Ford, Director of Technical and Vocational Training Branch, Department of Labour, Ottawa* by M. J. Kelly, *Information Branch, Department of Labour*. Pp. 4.

Interview consisted of questions and answers about the Technical and Vocational Training Assistance Act of 1960, and other aspects of vocational training.

9. CANADA. DEPARTMENT OF LABOUR. *Know Canada Better* [by] R. A. Tweedie [and others] 4 parts.

Four speakers present talks on various sections of Canada to interest Canadians in discovering the beauty and interesting sights of their own country.

10. CHAFE, GERALDINE. *The Boat to do the Job*. Pp. 4.

The speaker, who works for the Rehabilitation Division of the Department of Health in St. John's, Newfoundland, tells about the motor vessel *Christmas Seal* belonging to the Newfoundland Tuberculosis Association that travels around the coast of Newfoundland serving as a floating X-ray clinic.

11. DOUSE, H. L. *Older Workers Training and Education*. Pp. 4.

"A talk on older workers and the training and education they need if they are to find satisfactory employment."

12. FORD, ROSS. *Why the Emphasis on Technical and Vocational Education?* Pp. 8.

Four basic reasons for the emphasis on technical and vocational education are: 1. Rapid advances in technology; 2. The demand for more highly skilled workers; 3. The school drop-out problem which arises from young people's quitting school to seek work; 4. The lack of formal trades training programs in Canadian industry.

13. HASLEY, A. R. *Learning is for living*. Pp. 6.

The speaker, who is employed by the Sun Life Assurance Company of Canada, spoke about the increased chances for employment which come with higher education.

14. KELLY, MERVIN. *I saw a School come to life*. Pp. 4.

A talk about the New Brunswick Technical Institute, which can accommodate 600 students who can study the building trades, motor vehicle repair work, commercial and service occupations, machine shop trades, welding, radio and television servicing, and other trades.

15. MONK, D. PETER. *Stay with it!* Pp. 4.

The speaker, Personnel Manager of Dominion Stores Limited, Toronto, reminded students that the more schooling they had the more jobs would be open to them and the wider would be their choice of jobs.

16. MURCHISON, C. A. L. *Stay in School*. Pp. 4.

The speaker, a Commissioner of the Unemployment Insurance Commission in Ottawa, spoke about the relationship of education and training to employment opportunities.

17. PESKETT, F. G. *It pays to graduate*. Pp. 4.

The speaker, Personnel Manager of the T. Eaton Company Limited, Toronto, spoke of the advantages of completing high school.

18. SHEFFIELD, EDWARD FLETCHER. *Beyond High School*. Pp. 5.

The speaker, Research Officer of the Canadian Universities Foundations, Ottawa, directed his remarks to young people planning to continue their education beyond high school.

19. SWITZER, R. A. W. *Think it over*. Pp. 4.

The speaker, Dominion Fire Commissioner, Department of Public Works in Ottawa, talked about what to do in case of fire.

20. VAIL, GILBERT F. *The Value of Technical Education*. Pp. 4.

The speaker, Technician Training Consultant of the Department of Labour, Ottawa, spoke about the need for technically trained people and the value of a technical education.

Economic Conditions

21. SLICHTER, SUMNER HUBER. *Economic Growth in the United States: its History, Problems and Prospects*. Edited by John T. Dunlop. Baton Rouge, Louisiana State University Press, 1961. Pp. 196.

The five chapters in this book are a revised version of lectures given by Professor Slichter at Tulane University in New Orleans in April, 1954. Contents: Some Discussions of Economic Growth and Evolution. The Growth in Output per Man-hour in the United States. Some Elements in a General Theory of Private Demand. Conditions and Institutions that affect the Capacity of the Economy to increase the Demand for Goods. The Future of Economic Institutions in the United States.

22. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. *Economic Development, Planning and International Co-operation*. Santiago, United Nations, 1961. Pp. 65.

Education, Vocational

23. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *The National Apprenticeship Program*. 1962 ed. Washington, GPO, 1962. Pp. 31.

An outline of the U.S. National Apprenticeship Program. Explains policies and their application in modern industry.

24. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL EDUCATION. *Food Service Industry; Training Programs and Facilities*. Washington, GPO, 1961. Pp. 183.

25. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL EDUCATION. *Occupational Criteria and Preparatory Curriculum Patterns in Technical Education Programs*. Washington, GPO, 1962. Pp. 26.

Seeks to identify occupations that require technical training, and to plan training programs.

26. WHITWORTH, FRED E. *Skills for Tomorrow*. Ottawa, Canadian Conference on Education, 1962. Pp. 67.

Report of a visit of eight Canadians to Europe to study vocational education and training.

Employees' Benefit Plans

27. INDUSTRIAL RELATIONS COUNSELORS SERVICE. *Fringe Benefit Costs in Canada*, 1961. Toronto, 1962. Pp. 51.

Information is based on a survey of 78 companies with about 450,000 employees. Among the types of benefits examined are paid vacations, paid holidays, rest periods and coffee breaks, paid time off, unemployment insurance, pension plans, welfare plans, severance and termination plans, savings and thrift plans, year-end and special bonuses, etc.

28. U.S. DEPARTMENT OF LABOR. *Characteristics of 144,700 Welfare and Pension Benefit Plans*. Washington, 1962. Pp. 20.

European Common Market

29. CONFÉRENCE EUROPÉENNE PROGRÈS TECHNIQUE ET MARCHÉ COMMUN, BRUXELLES, 1960. *Conférence européenne Progrès technique et Marché Commun, Bruxelles, 5-10 décembre 1960*. Bruxelles, 1962. 2 volumes.

At head of title: C.E.E. [European Economic Community] C.E.C.A. [European Coal and Steel Community], Euratom [European Atomic Energy Community].

These two volumes contain reports and conclusions of working groups. Some of the topics discussed were employment, competition, wages, accident prevention, and automation.

30. EUROPEAN ECONOMIC COMMUNITY. COMMISSION. *Exposé sur l'évolution de la situation sociale dans la Communauté en 1961*. (à joindre au "Cinquième rapport général sur l'activité de la Communauté" en application de l'article 122 du Traité). Bruxelles, 1962. Pp. 244.

31. MOUNT ALLISON UNIVERSITY, SACKVILLE, N.B. SUMMER INSTITUTE, 1962. *Canada, the Commonwealth, and the Common Market; Report*. Edited by W. B. Cunningham. Montreal, McGill University Press, 1962. Pp. 142.

Partial Contents: The New Unity in Europe, by Jean Monnet. Canada's Present Economic Position, by R. M. Fowler. Canada and the Common Market, a Symposium. Great Britain and the Common Market, by Lord Amory. Comments and Conclusions, by N. A. M. MacKenzie.

Industrial Relations

32. *Essays on Industrial Relations Research—Problems and Prospects; a Series of Lectures designed to stimulate Research in Industrial Relations* [by] Robert L. Aronson [and others. Detroit] Institute of Labor and Industrial Relations, University of Michigan-Wayne State University [c1961] Pp. 142.

Contents: Needs and Opportunities for Industrial Relations Research, by William F. Whyte. Research and Writing in Industrial Relations—Are they Intellectually Respectable? By Robert L. Aronson. The Labor Market and Industrial Relations Research, by Gerald G. Somers. The Labor Relations "Climate"—Its Nature and Significance, by George Seltzer. Political Controls and Member Rights: an Analysis of Union Constitutions, by Joel Seidman. Union Wage Gains and Enterprise Monopoly, by Albert Rees.

33. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Assessing Union-Management Relationships*, by Milton Derber [and others. Urbana, 1961] Pp. 27-40.

Considers criteria to be used in judging successful union-management relationships and attempts to present a method for measuring and comparing relationships in firms, using data gathered from two surveys conducted in 1955/56 and 1959 by the Institute of Labor and Industrial Relations of the University of Illinois.

34. PATERSON, THOMAS THOMSON. *Glasgow Limited; a Case-Study in Industrial War and Peace*. Cambridge [Eng.] University Press, 1960. Pp. 243.

A study of human relations and industrial relations in a medium-sized firm where a manager succeeded in bringing industrial peace and increasing productivity after a long record of unrest and low production.

35. YESUFU, TIJANI M. *An Introduction to Industrial Relations in Nigeria*. London, Published for the Nigerian Institute of Social and Economic Research by the Oxford University Press, 1962. Pp. 190.

Contents: Labor in the Nigerian Economy. The State and Industrial Relations. Employers' and Workers' Organizations. The Machinery of Collective Relations. The Problems of Trade Union Organization. The Character of the Employer. The Problem of Labour Efficiency. Political Progress and Industrial Relations. The Future of Industrial Relations in Nigeria.

Industry—Location

The following four surveys were issued by the Industrial Development Branch, Department of Industry and Development of the Province of Alberta, Edmonton, in 1962.

36. *Town of Edson*. Rev. ed. Pp. 17.

37. *City of Lethbridge*. Rev. ed. Pp. 43.

38. *Village of Sangudo*. Rev. ed. Pp. 11.

39. *Town of Whitecourt*. Pp. 12.

Labour Organization

40. HORRELL, MURIEL. *South African Trade Unionism; a Study of a Divided Working Class*. Johannesburg, South African Institute of Race Relations, 1961. Pp. 150.

"The purpose of this booklet is to describe how divisions of opinion on the racial issue have prevented unity in the trade union movement."

41. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *The ICFTU: What it is; How it works; What it does*. 2d rev. ed. Brussels, 1961. Pp. 40.

42. U.S. BUREAU OF LABOR-MANAGEMENT REPORTS. *Requirements for electing Union Officers as prescribed in Title IV and Related Provisions of the Labor-Management Reporting and Disclosure Act*. Rev. ed. Washington, GPO, 1962. Pp. 58.

Contents: Election Provisions in General. Organizations Covered. Who must be Elected and How Often. Nomination Procedures. Campaign Rules. Election Procedures. Protesting Elections. Relation of Title 1 to the Election Provisions. Application of Other Laws. Election Procedures Check List.

Labouring Classes

43. BRITISH COLUMBIA. BUREAU OF ECONOMICS AND STATISTICS. *Salary and Wage Rate Survey, British Columbia, July, 1962; a Study of Salary and Wage Rates in Selected Clerical, Professional and Trade Occupations in Business and Industrial*

Establishments in Four Regions: Metropolitan Vancouver, Metropolitan Victoria, Selected Southern Interior Centres, Selected Northern Centres. Victoria, 1962. Pp. 34.

44. CANADA. COMMITTEE OF INQUIRY INTO THE UNEMPLOYMENT INSURANCE ACT. *Report*. Ottawa, Queen's Printer, 1962. Pp. 207.

The Committee was set up to inquire into and report upon the Unemployment Insurance Act and its regulations and particularly to examine and report on (1) the provisions considered necessary to deal with seasonal unemployment; (2) the means of correcting any abuses or deficiencies that may presently exist; and (3) the relationship between programs of support for the unemployed and other social security measures.

45. CRICHTON, ANNE. *Personnel Management and Working Groups*. London, Institute of Personnel Management, 1962. Pp. 62.

This booklet deals with group behavior, the relationship of people one with the other, while preserving their personal identity and individual aspirations.

46. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Some Problems of Evidence before the Labor Arbitrator*, by R. W. Fleming. Urbana, 1962. Pp. [133]-168.

Some of the problems discussed are: the use of past misconduct on the part of the employee; access to information in the files of the other party; confrontation and cross-examination; the privilege against self-incrimination; search and seizure; wire tapping; the admissibility of lie-detector evidence.

47. INTERNATIONAL LABOUR OFFICE. *Workers' Management in Yugoslavia*. Geneva, 1962. Pp. 32.

This book is about establishments that are administered by their own staffs. The information is based on a visit to about 20 firms by ILO officials.

48. WOODS, HARRY DOUGLAS. *Labour Policy and Labour Economics in Canada*, by H. D. Woods and Sylvia Ostry. Toronto, Macmillan, 1962. Pp. 534.

Part 1 of this book, by H. D. Woods, is about labour policy in Canada, while Part 2, by Sylvia Ostry, covers labour supply and wages. Both authors wrote the concluding chapter, which makes some observations about the future of labour in the Canadian economy. Contents: (Part 1). The Public Interest in Industrial Relations. The Role of Government in Labour Relations. The Development of Policy to 1948. Labour-Relations Boards—Public Policy. Labour Relations Boards—in Action. Intervention in Negotiations. Arbitration. Inquiry Commissions and Other Devices. Canadian Policy—an Appraisal. (Part 2). Labour Supply in Canada: Population and Immigration. Labour Supply: the Labour Force. Further Aspects of Labour Supply. Unemployment. Wages in Canada: Real and Money Wage Levels. Wages in Canada: the Occupational Structure. Wages in Canada: the Inter-industry Structure. Wages in Canada: the Geographic Structure. Conclusion. Some Observations: The Future of Labour in the Canadian Economy.

Women

49. NATIONAL COUNCIL OF WOMEN OF CANADA. *Yearbook, 1962*. Ottawa, 1962. Pp. 138.

Contains Condensed Proceedings of the National Council of Women of Canada, 69th Annual Meeting, held in Halifax, N.S., June 11-15, 1962.

50. NATIONAL INSTITUTE OF HOUSEWORKERS. *Annual Report, 1961-62*. London, 1962. Pp. 26.

Miscellaneous

51. AMERICAN MANAGEMENT ASSOCIATION. *PERT: a New Management Planning and Control Technique*, by Gabriel N. Stilian and others. New York, c1962. Pp. 192.

PERT (Program Evaluation and Review Technique) is one form of the graphic network analysis technique. It helps management to have a visual picture of what it wants to achieve, and the best way to do it. This book explains PERT.

52. BARTON, JOHN, 1789-1852. *Economic Writings. Vol. 1*. With an introd. and notes by G. Sotiroff. Regina, Lynn Pub. Co., 1962. Pp. 304.

To be completed in 2 vols.

Contents:—v. 1. Observations on the Circumstances which influence the Condition of the Labouring Classes of Society. An Inquiry into the Causes of the Progressive Depreciation of Agricultural Labour in Modern Times; with Suggestions for it's [sic] Remedy. A Statement of the Consequences likely to ensue from our Growing Excess Population, if not remedied by Colonization.

53. CANADIAN BAR ASSOCIATION. *Papers presented at the Annual Meeting, Halifax, 1962*. [Don Mills, Ont., CCH Canadian Ltd., 1962] Pp. 232.

Partial Contents: Trends in Administrative Law, by John Willis. Passenger Liability Limits in International and Domestic Air Carriage, by Clare J. Irwin. The Canadian Bill of Rights, Its Second Year of Testing, by Richard S. Bowles.

54. CANADIAN TAX FOUNDATION. *The National Finances, 1962-63; an Analysis of the Revenues and Expenditures of the Government of Canada*. Toronto, 1962. Pp. 209.

55. HARTER, LAFAYETTE GEORGE. *John R. Commons: his Assault on Laissez-faire*. Foreword by Wayne Morse. Corvallis, Oregon State University Press [c1962] Pp. 283.

A biography of the eminent American labour historian who was Professor of Economics at the University of Wisconsin from 1904 to 1932.

56. LIPSET, SEYMOUR MARTIN. *Michels' Theory of Political Parties*. Berkeley, University of California, Institute of Industrial Relations, 1962. Pp. 15-39.

Robert Michel (1876-1936) was a German sociologist whose book *Political Parties* was first published in 1911.

57. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Cycles in Government Securities. 1. Federal Debt and Its Ownership*, by Michael E. Levy. New York, 1962. Pp. 179.

Analyses cycles in U.S. Government securities. Part 1 deals with four major aspects of cyclical and structural changes in Federal debt.

58. "RESOURCES FOR TOMORROW" CONFERENCE, MONTREAL, 1961. *Guide to Benefit-Cost Analysis*, by W. R. D. Sewell [and others]. With a foreword by E. P. Weeks. Ottawa, Queen's Printer, 1962. Pp. 49. Issued by the Minister of Northern Affairs and National Resources.

This report is based on discussions at the "Resources for Tomorrow" Conference.

"Benefit-cost analysis may be used for three broad purposes: (1) To assess the economic characteristics of a particular project; (2) to determine which of a number of projects designed to serve a given purpose results in the largest ratio of benefits to costs; and (3) To determine which of a number of projects designed to serve different purposes confers the largest net benefit on the economy as a whole."

59. SCOTT, WILLIAM HENRY. *Office Automation and the Non-manual Worker*. Paris, Organization for Economic Co-operation and Development [1962] Pp. 49.

"... A progress report on studies of office automation which are being carried out by five research institutes in France, Germany, The Netherlands, Sweden and the United Kingdom. The work of these institutes is co-ordinated by the International Committee for Social Research in Industry. . ."

Also includes three talks given at a meeting of the International Committee for Social Research in Industry in Geneva, September 1961.

60. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *The Situation and Prospects of Europe's Electric Power Supply Industry in 1960/61*. Geneva, 1962. Pp. 98, 1, 1, 21.

Settlements during February

(Continued from page 220)

SHAWINIGAN CHEMICALS, SHAWINIGAN, QUE.—CNTU-CHARTERED LOCAL: 3-yr. agreement covering 1,300 empl.—settlement pay of \$75 prorated for empl. who worked between April 1, 1962 and Aug. 17, 1962, wage increases ranging from 5¢ to 14¢ eff. Feb. 15, 1963, 2% eff. Feb. 15, 1964 and 2% eff. Feb. 15, 1965; Sunday premium increased to 15¢ an hr. eff. Feb. 15, 1963 (formerly 10¢); 4 wks. vacation after 20 yrs. of service eff. May 1, 1964 (formerly after 25 yrs.); 8-cent cost-of-living bonus incorporated into base rates and cost-of-living escalator discontinued; improvements to company-paid sick leave plan; rate for labourer after Feb. 15, 1965 will be \$2.27 an hr.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED FEBRUARY 16, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,496	584	1,825	2,399	1,096	592
Men.....	4,738	436	1,351	1,708	807	436
Women.....	1,758	148	474	691	289	156
14—19 years.....	566	62	183	182	95	44
20—24 years.....	830	89	276	267	137	61
25—44 years.....	2,955	248	838	1,108	488	273
45—64 years.....	1,947	170	483	759	340	195
65 years and over.....	198	15	45	83	36	19
Employed.....	5,951	497	1,625	2,264	1,025	540
Men.....	4,265	356	1,174	1,596	745	394
Women.....	1,686	141	451	668	280	146
Agriculture.....	532	28	101	145	244	14
Non-agriculture.....	5,419	469	1,524	2,119	781	526
Paid Workers.....	4,942	422	1,391	1,956	703	470
Men.....	3,402	293	972	1,337	462	338
Women.....	1,540	129	419	619	241	132
Unemployed.....	545	87	200	135	71	52
Men.....	473	80	177	112	62	42
Women.....	72	*	23	23	*	10
Persons not in the Labour Force.....	5,868	667	1,726	1,914	1,011	550
Men.....	1,405	187	400	418	259	141
Women.....	4,463	480	1,326	1,496	752	409

*Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS WEEK ENDED FEBRUARY 16, 1963

(Estimates in thousands)

Source: DBS Labour Force Survey

	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over ⁽¹⁾	12,364	1,871	3,584	977	3,682	919	1,331
Labour force.....	6,496	566	3,441	828	827	636	198
Employed.....	5,951	479	3,178	694	802	612	186
Unemployed.....	545	87	263	134	25	24	12
Not in labour force.....	5,868	1,305	143	149	2,855	283	1,133
Participation rate ⁽²⁾							
1963, February 16.....	52.5	30.3	96.0	84.7	22.5	69.2	14.9
January 19.....	52.6	30.7	96.0	85.0	22.3	69.6	15.0
Unemployment rate ⁽³⁾							
1963, February 16.....	8.4	15.4	7.6	16.2	3.0	3.8	6.1
January 19.....	8.3	15.0	7.7	15.7	3.1	3.7	6.0

⁽¹⁾ Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

⁽²⁾ The labour force as a percentage of the population 14 years of age and over.

⁽³⁾ The unemployed as a percentage of the labour force.

* Less than 10,000 unemployed.

TABLE A-3—UNEMPLOYED, WEEK ENDED FEBRUARY 16, 1963

(estimates in thousands)

Source: DBS Labour Force Survey

	February 1963	January 1963	February 1962
Total unemployed.....	545	541	583
On temporary layoff up to 30 days.....	33	38	44
Without work and seeking work.....	512	503	539
Seeking full-time work.....	495	481	514
Seeking part-time work.....	17	22	25
Seeking under 1 month.....	82	127	89
Seeking 1-3 months.....	256	251	260
Seeking 4-6 months.....	118	71	116
Seeking more than 6 months.....	56	54	74

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ⁽¹⁾						
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ⁽²⁾	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	Totals (3)
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,653	746	17,463
1960—Total....	551	5,188	1,806	326	1,245	344	2,638	5,019	790	18,119
1961—Total....	545	5,348	1,862	285	1,225	356	2,737	5,475	827	18,884
1961— December....	45.5	451.3	152.0	.....	.....	.....	.....	.....	.....	1,585.8
1962—										
January.....	45.8	450.7	151.2	.....	.....	.....	.....	.....	.....	1,565.7
February.....	45.2	455.9	152.1	68.2	255.6	89.7	687.7	1,421.5	212.0	1,575.7
March.....	45.6	461.1	150.3	.....	.....	.....	.....	.....	.....	1,590.5
April.....	45.1	469.0	153.8	.....	.....	.....	.....	.....	.....	1,618.8
May.....	47.0	481.7	160.1	65.7	333.2	93.3	718.1	1,475.0	218.1	1,677.1
June.....	48.2	492.1	161.6	.....	.....	.....	.....	.....	.....	1,726.2
July.....	48.7	485.0	165.7	.....	.....	.....	.....	.....	.....	1,711.5
August.....	48.3	490.6	166.9	85.8	397.8	98.3	726.1	1,456.1	222.2	1,725.1
September....	47.6	498.4	164.3	.....	.....	.....	.....	.....	.....	1,749.2
October.....	47.1	493.3	165.3	.....	.....	.....	.....	.....	.....	1,734.7
November*..	46.8	489.8	162.1	86.0	330.8	98.3	749.8	1,485.4	223.4	1,713.3
December†..	45.7	476.2	157.3	.....	.....	.....	.....	.....	.....	1,661.6

⁽¹⁾Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

⁽²⁾Includes post office wages and salaries.

⁽³⁾Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at December 1962 employers in the principal non-agricultural industries reported a total employment of 2,874,771. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite ⁽¹⁾			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
Averages						
1957.....	122.6	158.1	67.93	115.8	159.1	69.94
1958.....	117.9	163.9	70.43	109.8	165.3	72.67
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	177.8	78.19
1961.....	118.1	181.8	78.11	108.9	183.6	80.73
1961—						
December.....	117.8	179.4	77.08	107.9	182.3	80.16
1962—						
January.....	115.2	184.5	79.27	108.5	187.1	82.28
February.....	114.7	186.7	80.21	108.9	188.2	82.74
March.....	115.2	187.2	80.41	109.6	189.3	83.23
April.....	116.7	186.7	80.21	110.4	189.0	83.11
May.....	121.3	188.1	80.79	113.7	190.4	83.72
June.....	125.0	188.7	81.05	116.4	190.4	83.72
July.....	125.8	188.3	80.90	115.5	189.1	83.13
August.....	127.0	188.1	80.80	117.6	187.9	82.62
September.....	126.5	189.5	81.40	117.6	190.8	83.91
October.....	125.4	189.9	81.57	115.9	191.8	84.34
November*.....	124.3	189.8	81.53	114.7	192.3	84.55
December†.....	120.4	182.9	78.57	111.1	183.8	80.81

⁽¹⁾Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Dec. 1962	Nov. 1962	Dec. 1961	Dec. 1962	Nov. 1962	Dec. 1961
				\$	\$	\$
Provinces						
Newfoundland.....	122.9	138.3	127.5	72.96	72.10	71.39
Prince Edward Island.....	117.6	145.4	123.2	59.01	56.00	57.25
Nova Scotia.....	93.5	96.2	93.4	62.70	65.62	61.87
New Brunswick.....	102.0	104.6	107.6	65.37	65.65	64.35
Quebec.....	120.4	125.4	118.5	76.12	79.14	74.40
Ontario.....	123.3	126.3	119.7	81.21	84.83	79.98
Manitoba.....	108.1	111.9	108.2	74.39	75.94	72.64
Saskatchewan.....	120.7	125.7	117.7	76.73	78.37	74.16
Alberta (including Northwest Territories).....	156.3	158.4	150.9	80.60	82.64	79.30
British Columbia (including Yukon).....	113.4	116.5	108.7	85.34	88.56	84.02
Canada.....	120.4	124.3	117.8	78.57	81.53	77.08
Urban areas						
St. John's.....	139.3	155.4	132.0	59.31	60.23	56.67
Sydney.....	78.7	79.7	77.9	69.94	77.70	71.32
Halifax.....	129.7	124.8	128.3	65.57	67.29	64.12
Moncton.....	105.7	117.6	108.0	61.48	61.12	59.12
Saint John.....	114.6	105.9	113.3	63.65	66.04	63.07
Chicoutimi—Jonquiere.....	105.3	109.0	102.8	100.87	99.85	98.36
Quebec.....	120.0	125.2	114.6	65.46	71.10	64.65
Sherbrooke.....	110.0	113.1	106.8	64.28	68.76	62.63
Shawinigan.....	81.7	83.0	99.6	84.20	89.88	85.53
Three Rivers.....	112.5	117.4	108.6	70.46	77.23	70.98
Drummondville.....	83.2	83.6	80.7	64.91	67.74	61.79
Montreal.....	125.5	129.1	124.1	77.75	80.53	75.76
Ottawa—Hull.....	132.8	136.1	130.4	73.47	75.34	72.10
Kingston.....	116.9	121.0	113.4	77.05	80.40	75.56
Peterborough.....	96.4	95.6	91.9	86.76	91.26	86.90
Oshawa.....	197.2	196.9	180.3	93.66	107.69	96.20
Toronto.....	139.4	142.3	134.4	81.63	84.58	79.96
Hamilton.....	114.5	116.5	109.2	85.84	90.23	84.74
St. Catharines.....	109.1	114.3	108.0	86.95	95.98	87.98
Niagara Falls.....	94.8	96.7	91.3	82.90	84.02	83.07
Brantford.....	86.4	87.2	82.5	74.92	77.02	70.32
Guelph.....	126.7	129.7	119.5	70.83	76.00	69.84
Galt.....	117.0	117.9	106.8	67.45	73.34	69.89
Kitchener.....	133.6	136.5	125.8	72.33	77.06	71.15
Sudbury.....	128.4	129.0	146.9	94.90	91.21	96.99
Timmins.....	88.3	89.2	89.1	73.03	75.61	71.34
London.....	134.4	138.7	132.8	73.78	77.23	72.35
Samia.....	126.6	125.3	124.5	102.63	106.26	100.37
Windsor.....	73.8	75.4	72.9	87.51	95.18	87.29
Sault Ste. Marie.....	140.2	145.0	137.3	101.35	106.24	98.31
Fort William—Port Arthur.....	103.0	109.1	102.7	80.08	83.76	77.00
Winnipeg.....	109.8	111.4	109.0	71.11	72.79	69.21
Regina.....	141.2	142.5	135.6	76.06	76.62	74.12
Saskatoon.....	134.1	138.7	132.6	71.33	72.25	70.05
Edmonton.....	201.0	204.0	191.4	74.35	77.23	72.33
Calgary.....	176.2	178.4	170.5	79.31	81.26	76.71
Vancouver.....	114.2	115.9	109.0	84.80	86.86	83.12
Victoria.....	119.2	119.6	111.3	79.17	80.38	78.20

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Dec. 1962	Nov. 1962	Dec. 1961	Dec. 1962	Nov. 1962	Dec. 1961
Mining	112.3	114.3	115.1	\$ 96.17	\$ 100.70	\$ 95.15
Metal mining.....	125.1	127.8	128.5	97.83	101.43	97.27
Gold.....	67.0	68.6	68.3	82.01	83.59	78.99
Other metal.....	179.0	182.7	184.5	103.32	107.64	103.55
Fuels.....	86.5	84.7	89.8	98.47	104.78	95.71
Coal.....	39.7	39.6	43.2	60.75	76.17	66.96
Oil and natural gas.....	277.5	268.6	289.7	120.54	122.04	114.09
Non-metal.....	130.5	140.4	128.4	84.57	90.47	84.28
Manufacturing	111.1	114.7	107.9	\$ 80.81	\$ 84.55	\$ 80.16
Durable goods.....	116.5	118.9	110.9	86.47	91.94	86.57
Non-durable goods.....	106.6	111.2	105.5	75.63	77.93	74.52
Food and beverages.....	106.5	116.7	105.8	73.12	72.82	72.09
Meat products.....	130.4	137.0	129.9	81.12	82.25	80.37
Canned and preserved fruits and vegetables.....	81.4	122.2	77.6	61.94	57.48	61.03
Grain mill products.....	93.4	95.6	99.1	79.09	83.19	77.45
Bread and other bakery products.....	112.0	113.0	110.8	70.47	69.68	69.01
Distilled and malt liquors.....	92.4	98.1	94.9	104.62	103.19	99.81
Tobacco and tobacco products.....	92.4	98.5	107.5	77.58	77.25	69.41
Rubber products.....	107.2	109.7	100.7	83.87	89.26	81.27
Leather products.....	87.3	90.5	88.2	50.82	57.71	50.82
Boots and shoes (except rubber).....	93.8	97.3	95.9	47.31	55.25	47.91
Other leather products.....	75.7	78.3	74.2	58.67	63.22	57.61
Textile products (except clothing).....	82.2	83.7	80.3	62.62	68.76	62.34
Cotton yarn and broad woven goods.....	73.3	74.4	75.2	57.85	65.68	58.13
Woollen goods.....	62.6	63.9	61.1	57.44	63.39	58.18
Synthetic textiles and silk.....	93.9	93.8	86.7	71.99	76.37	70.57
Clothing (textile and fur).....	88.9	92.7	87.7	45.99	51.71	45.96
Men's clothing.....	94.2	98.0	90.5	45.24	50.80	45.07
Women's clothing.....	93.7	96.5	93.5	45.25	51.22	45.28
Knit goods.....	69.9	75.6	72.3	46.35	53.33	46.22
Wood products.....	103.6	106.4	99.4	68.06	73.36	67.70
Saw and planing mills.....	104.4	107.0	100.1	70.86	75.10	70.29
Furniture.....	116.1	119.1	109.7	64.31	72.21	64.89
Other wood products.....	75.0	78.8	75.6	59.73	64.76	58.68
Paper products.....	125.2	127.3	122.5	96.41	98.10	95.31
Pulp and paper mills.....	125.7	126.2	123.0	106.32	107.06	104.75
Other paper products.....	124.1	130.0	121.4	72.34	77.26	72.79
Printing, publishing and allied industries.....	124.3	126.3	124.3	88.18	91.28	86.31
Iron and steel products.....	109.4	111.7	102.0	90.06	96.19	89.77
Agricultural implements.....	68.5	65.8	59.6	89.53	99.17	94.34
Fabricated and structural steel.....	150.6	154.3	146.7	90.23	97.92	90.42
Hardware and tools.....	111.4	112.2	103.0	79.05	84.89	78.78
Heating and cooking appliances.....	101.3	105.4	94.0	79.05	83.27	77.39
Iron castings.....	92.3	97.0	89.3	82.82	90.37	84.94
Machinery, industrial.....	129.5	131.6	116.8	86.47	92.71	86.89
Primary iron and steel.....	123.4	124.1	115.8	107.73	111.85	105.39
Sheet metal products.....	108.9	115.4	101.8	83.72	91.60	84.52
Wire and wire products.....	112.2	112.1	109.9	89.37	96.69	87.46
Transportation equipment.....	113.1	113.7	108.7	92.16	100.81	94.69
Aircraft and parts.....	231.9	234.1	266.4	94.24	98.31	94.11
Motor vehicles.....	120.2	119.3	110.9	107.30	123.07	112.09
Motor vehicle parts and accessories.....	123.0	122.4	105.4	85.33	100.06	91.14
Railroad and rolling stock equipment.....	55.3	56.6	55.7	87.78	84.80	84.63
Shipbuilding and repairing.....	141.1	143.9	123.8	80.15	88.98	83.83
Non-ferrous metal products.....	121.1	122.7	123.0	96.20	95.72	94.92
Aluminum products.....	136.3	142.9	133.4	87.50	93.21	86.57
Brass and copper products.....	102.2	102.3	108.0	86.74	91.61	83.77
Smelting and refining.....	132.2	132.7	138.7	110.69	105.02	108.77
Electrical apparatus and supplies.....	150.6	152.7	139.1	86.21	90.19	85.69
Heavy electrical machinery.....	113.6	113.7	102.1	92.10	98.56	94.09
Telecommunication equipment.....	273.5	279.5	248.5	83.87	87.08	83.64
Non-metallic mineral products.....	142.8	152.0	136.0	85.24	89.66	82.54
Clay products.....	85.0	91.2	82.6	79.03	81.26	76.83
Glass and glass products.....	168.2	169.8	161.8	85.44	86.86	83.08
Products of petroleum and coal.....	135.3	136.9	138.3	125.60	122.12	122.42
Petroleum refining and products.....	138.4	139.5	141.6	126.37	123.06	123.07
Chemical products.....	128.1	130.0	130.5	99.76	100.00	96.71
Medicinal and pharmaceutical preparations.....	121.8	122.4	121.4	86.43	87.03	83.65
Acids, alkalis and salts.....	143.2	144.3	153.7	114.72	114.14	111.17
Other chemical products.....	126.3	128.6	127.6	90.10	99.45	95.89
Miscellaneous manufacturing industries.....	147.3	154.0	137.6	70.23	72.62	69.97
Construction	110.0	130.5	109.5	\$ 77.65	\$ 87.60	\$ 74.75
Building and general engineering.....	107.2	128.8	105.9	79.49	95.36	78.66
Highways, bridges and streets.....	114.4	136.5	115.6	74.82	75.75	68.74
Electric and motor transportation.....	139.5	141.1	135.9	84.46	86.76	82.28
Service	152.7	155.7	148.1	\$ 57.86	\$ 58.26	\$ 56.11
Hotels and restaurants.....	130.8	133.4	127.3	42.97	44.32	42.83
Laundries and dry cleaning plants.....	131.5	132.8	125.3	48.95	50.90	47.52
Industrial composite	120.4	124.3	117.8	78.57	81.53	77.08

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	December 1962	November 1962	December 1961	December 1962	November 1962	December 1961
				\$	\$	\$
Newfoundland.....	36.8	38.3	38.6	2.05	1.69	1.98
Nova Scotia.....	37.2	39.9	37.8	1.68	1.64	1.65
New Brunswick.....	37.4	40.9	39.2	1.72	1.60	1.71
Quebec.....	37.5	42.0	39.1	1.74	1.70	1.69
Ontario.....	37.8	41.4	39.0	2.02	2.00	1.96
Manitoba.....	38.0	40.0	37.9	1.80	1.77	1.77
Saskatchewan.....	38.1	38.9	38.8	2.05	2.00	2.03
Alberta (includes Northwest Territories)	38.6	39.7	38.5	2.04	2.00	2.04
British Columbia (includes Yukon Territory).....	35.7	38.1	36.8	2.35	2.32	2.28

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1957.....	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Last Pay Period in:					
1961—December.....	38.8	1.88	72.85	174.5	134.6
1962—January.....	40.6	1.86	75.47	180.8	139.3
February.....	40.8	1.86	75.99	182.1	140.4
March.....	41.0	1.87	76.68	183.7	141.0
April.....	40.6	1.89	76.50	183.3	140.9
May.....	41.0	1.89	77.51	185.7	142.3
June.....	41.1	1.88	77.52	185.7	141.8
July.....	41.0	1.87	76.72	183.8	139.9
August.....	41.0	1.86	76.17	182.5	139.3
September.....	41.4	1.88	77.61	185.9	141.4
October.....	41.3	1.89	77.96	186.8	141.6
November*.....	41.2	1.90	78.09	187.1	141.8
December†.....	37.5	1.93	72.53	173.8	131.6

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly Rated Wage-Earners)

Source: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Dec. 1962	Nov. 1962	Dec. 1961	Dec. 1962	Nov. 1962	Dec. 1961	Dec. 1962	Nov. 1962	Dec. 1961
	No.	No.	No.	\$	\$	\$	\$	\$	\$
Mining	38.6	42.2	39.9	2.24	2.19	2.19	86.48	92.57	87.32
Metal mining.....	39.7	42.4	40.7	2.29	2.26	2.25	90.94	95.72	91.58
Gold.....	40.8	43.7	41.1	1.80	1.79	1.77	73.43	78.05	72.95
Other metal.....	39.3	41.9	40.5	2.48	2.44	2.43	97.55	102.40	98.42
Fuels.....	35.3	40.5	37.7	2.21	2.13	2.11	78.09	86.37	79.71
Coal.....	30.1	40.4	35.2	1.84	1.82	1.82	55.53	73.60	64.00
Oil and natural gas.....	42.4	40.8	41.1	2.57	2.57	2.46	108.94	104.87	100.97
Non-metal.....	38.4	43.4	39.8	2.03	2.00	1.98	77.94	86.81	78.74
Manufacturing	37.5	41.2	38.8	1.93	1.90	1.88	72.53	78.09	72.85
Durable goods.....	38.0	41.9	39.6	2.07	2.06	2.02	78.84	86.47	80.21
Non-durable goods.....	37.0	40.5	38.0	1.79	1.73	1.74	66.41	70.20	66.04
Food and beverages.....	37.6	39.9	38.4	1.71	1.64	1.67	64.30	65.32	64.30
Meat products.....	38.9	40.4	39.0	1.96	1.92	1.92	76.11	77.37	74.91
Canned and preserved fruits and vegetables.....	34.5	38.6	33.7	1.39	1.24	1.39	47.81	47.76	46.90
Grain mill products.....	38.0	41.4	40.5	1.82	1.84	1.78	68.99	76.06	72.13
Bread and other bakery products.....	40.9	40.8	41.9	1.57	1.55	1.51	64.39	63.28	62.02
Distilled liquors.....	40.1	41.6	38.4	2.24	2.17	2.09	89.89	90.36	80.38
Malt liquors.....	39.2	39.0	39.5	2.41	2.39	2.35	94.44	93.10	92.88
Tobacco and tobacco products.....	37.3	37.6	36.6	1.92	1.88	1.73	71.49	70.79	63.31
Rubber products.....	38.6	42.9	39.5	1.97	1.96	1.78	76.26	83.90	74.11
Leather products.....	34.4	41.2	36.3	1.31	1.30	1.26	45.08	53.54	45.84
Boots and shoes (except rubber).....	33.4	40.8	35.7	1.25	1.25	1.20	41.75	51.14	42.66
Other leather products.....	36.8	42.1	37.8	1.43	1.40	1.38	52.94	59.01	52.29
Textile products (except clothing).....	37.9	43.1	39.5	1.45	1.44	1.40	54.95	62.14	55.21
Cotton yarn and broad woven goods.....	35.7	41.5	37.9	1.47	1.47	1.41	52.31	61.19	53.49
Woolen goods.....	38.4	43.6	40.2	1.33	1.33	1.30	51.19	57.95	52.44
Synthetic textiles and silk.....	40.5	44.5	41.6	1.57	1.54	1.48	63.65	68.48	61.72
Clothing (textile and fur).....	32.7	38.5	33.8	1.22	1.22	1.19	40.00	46.75	40.14
Men's clothing.....	32.7	38.2	33.9	1.22	1.22	1.18	39.87	46.48	40.06
Women's clothing.....	29.9	36.3	30.8	1.29	1.26	1.25	38.55	45.83	38.61
Knit goods.....	35.7	42.3	36.8	1.15	1.15	1.11	40.95	48.77	40.87
*Wood products.....	37.5	41.7	38.9	1.69	1.68	1.63	63.52	69.89	63.45
Saw and planing mills.....	37.2	40.5	38.4	1.81	1.80	1.75	67.58	72.74	67.30
Furniture.....	37.9	44.0	39.8	1.52	1.52	1.48	57.70	67.06	58.83
Other wood products.....	38.3	42.7	39.1	1.39	1.39	1.34	53.20	59.24	52.55
Paper products.....	38.8	41.2	39.7	2.32	2.26	2.25	89.81	92.82	89.29
Pulp and paper mills.....	39.8	41.2	40.4	2.51	2.45	2.44	99.84	100.91	98.62
Other paper products.....	36.1	41.1	37.8	1.74	1.74	1.70	62.73	71.66	64.23
Printing, publishing and allied industries.....	36.6	38.9	37.6	2.32	2.32	2.23	84.86	90.17	84.01
*Iron and steel products.....	37.9	41.8	39.2	2.19	2.19	2.14	83.04	91.60	83.86
Agricultural implements.....	34.7	40.5	39.3	2.25	2.24	2.17	77.91	90.91	85.40
Fabricated and structural steel.....	37.3	42.3	38.6	2.12	2.12	2.10	70.96	89.87	81.10
Hardware and tools.....	39.2	43.3	40.3	1.82	1.83	1.77	71.21	79.17	71.39
Heating and cooking appliances.....	37.5	41.7	39.2	1.85	1.85	1.81	69.17	76.99	71.30
Iron castings.....	37.0	41.8	39.4	2.07	2.08	2.03	76.83	86.86	80.11
Machinery, industrial.....	38.3	42.6	40.1	2.04	2.05	1.98	77.91	87.58	79.45
Primary iron and steel.....	39.1	41.1	39.5	2.63	2.63	2.54	102.77	107.78	100.63
Sheet metal products.....	36.3	41.3	38.0	2.05	2.08	2.04	74.58	86.02	77.38
Wire and wire products.....	37.6	42.3	38.6	2.18	2.17	2.09	81.91	91.83	80.49
*Transportation equipment.....	38.0	42.2	41.2	2.23	2.27	2.17	84.68	95.89	89.29
Aircraft and parts.....	38.0	40.7	40.7	2.17	2.16	2.11	82.28	87.94	85.75
Motor vehicles.....	39.4	46.0	45.1	2.49	2.58	2.37	97.83	118.81	107.18
Motor vehicle parts and accessories.....	36.1	43.3	40.1	2.15	2.22	2.12	77.65	96.04	85.14
Railroad and rolling stock equipment.....	40.6	39.1	39.5	2.11	2.12	2.08	85.77	82.81	82.39
Shipbuilding and repairing.....	35.1	40.2	39.2	2.17	2.17	2.08	76.31	87.39	81.45
*Non-ferrous metal products.....	39.5	41.3	39.7	2.28	2.16	2.24	90.20	89.05	89.10
Aluminum products.....	37.7	42.5	38.4	1.95	1.94	1.89	73.41	82.56	72.43
Brass and copper products.....	38.7	41.6	39.3	2.06	2.07	1.96	79.69	85.96	77.08
Smelting and refining.....	40.5	40.5	40.4	2.60	2.42	2.56	105.57	98.20	103.52
*Electrical apparatus and supplies.....	37.4	41.3	38.7	1.91	1.91	1.89	71.18	78.71	73.09
Heavy electrical machinery and equipment.....	38.0	42.0	39.6	2.12	2.14	2.10	80.40	89.99	83.19
Telecommunication equipment.....	36.6	41.0	38.3	1.72	1.71	1.75	63.05	70.16	67.08
Refrigerators, vacuum cleaners and appliances.....	38.7	41.0	37.0	1.98	1.96	1.91	76.51	80.30	70.66
Wire and cable.....	38.3	41.7	38.4	2.11	2.14	2.09	80.70	89.29	80.32
Miscellaneous electrical products.....	36.5	41.0	38.9	1.80	1.80	1.78	65.48	73.81	69.38
*Non-metallic mineral products.....	39.4	43.6	39.6	1.97	1.94	1.90	77.68	84.41	75.05
Clay products.....	41.1	43.1	40.5	1.76	1.74	1.73	72.32	75.20	70.22
Glass and glass products.....	40.1	41.6	40.4	1.97	1.96	1.88	78.82	81.60	75.98
Products of petroleum and coal.....	41.7	41.4	42.3	2.82	2.69	2.68	117.37	111.25	113.45
Petroleum refining and products.....	41.7	41.4	42.3	2.84	2.72	2.70	118.40	112.49	114.31
Chemical products.....	40.1	41.2	40.2	2.16	2.13	2.10	86.72	87.63	84.34
Medicinal and pharmaceutical preparations.....	38.8	39.8	39.4	1.64	1.64	1.59	63.65	65.44	62.60
Acids, alkalis and salts.....	40.1	41.6	41.0	2.57	2.47	2.48	103.03	102.57	101.40
Miscellaneous manufacturing industries.....	38.0	41.8	39.3	1.56	1.52	1.53	59.37	63.55	59.96
Professional and scientific equipment.....	38.5	40.6	40.0	1.90	1.88	1.81	73.07	76.48	72.36
Construction	33.5	40.7	34.5	2.10	2.08	1.99	70.20	84.57	68.63
Building and general engineering.....	31.3	40.9	32.9	2.30	2.27	2.19	71.89	92.65	71.89
Highways, bridges and streets.....	37.5	40.5	37.6	1.79	1.72	1.67	67.09	69.72	62.63
Electric and motor transportation	42.3	44.0	42.4	2.01	1.98	1.94	81.98	87.20	82.50
Service	37.0	38.0	37.5	1.13	1.12	1.09	41.75	42.66	40.96
Hotels and restaurants.....	37.4	37.8	37.9	1.09	1.08	1.06	40.79	40.94	40.22
Laundries and dry cleaning plants.....	37.3	40.1	37.6	1.06	1.06	1.05	39.74	42.63	39.34

* Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, D.B.S. See also Technical Note, page 1089, September 1962 issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
February 1958	7,389	8,459	15,848	686,041	171,170	857,211
February 1959	9,007	10,816	19,823	623,338	174,787	798,125
February 1960	8,431	10,676	19,107	634,332	182,721	817,053
February 1961	8,786	9,513	18,299	691,351	186,991	878,342
February 1962	12,308	13,073	25,381	585,555	161,992	747,547
March 1962	15,184	15,359	30,543	579,641	158,342	737,983
April 1962	25,557	18,868	44,425	496,099	146,551	642,650
May 1962	22,026	20,999	43,025	329,391	126,461	455,852
June 1962	22,436	20,672	43,108	237,747	119,561	357,308
July 1962	22,872	17,895	40,767	224,452	113,407	337,859
August 1962	21,214	21,256	42,470	198,639	96,606	295,245
September 1962	20,197	20,658	40,855	188,844	97,890	286,734
October 1962	20,137	17,399	37,536	232,316	105,488	337,804
November 1962	22,077	19,204	41,281	328,801	127,955	456,756
December 1962	14,281	13,638	27,919	473,575	137,429	611,004
January 1963 ⁽¹⁾	13,419	12,532	25,951	579,205	163,880	743,085
February 1963 ⁽¹⁾	13,412	13,930	27,342	591,207	163,864	755,071

⁽¹⁾Latest figures subject to revision.

*Current Vacancies only. Deferred Vacancies are excluded.

**TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND
PLACEMENTS EFFECTED DURING YEAR 1959-1962 AND DURING
MONTH JANUARY 1962 - JANUARY 1963**

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1959—Year.....	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960—Year.....	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
January 1962.....	343,460	109,466	57,373	35,946	49,668	26,878
1962—February.....	244,177	75,220	56,595	30,459	48,546	22,688
March.....	250,908	81,800	60,933	37,064	50,161	27,365
April.....	226,940	79,051	82,893	40,026	65,841	29,194
May.....	239,245	95,925	117,362	51,441	107,811	38,505
June.....	231,507	100,428	92,346	48,564	86,218	39,253
July.....	251,079	114,963	97,147	56,863	85,399	49,523
August.....	236,921	104,366	102,784	63,558	89,871	50,865
September.....	272,614	98,476	96,217	50,615	91,653	42,692
October.....	220,755	103,871	101,603	45,949	89,619	38,324
November.....	321,696	113,014	86,859	43,840	74,957	33,481
December.....	338,121	94,533 ^a	58,253	40,470	57,541	39,613
January 1963.....	ω331,104	ω111,102	56,086	35,963	46,669	28,117

r—Revised figures.

ω)Preliminary—subject to revision.

**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,
DURING JANUARY 1963**

(Source: National Employment Service, Unemployment Insurance Commission).

Industry Group	Male	Female	Total	Change from January 1962
Agriculture, Fishing, Trapping	822	1,398	2,220	+ 1,500
Forestry	2,340	25	2,365	+ 73
Mining, Quarrying and Oil Wells	620	77	697	— 101
Metal Mining	294	18	312	— 100
Fuels	180	25	205	— 2
Non-Metal Mining	62	5	67	+ 37
Quarrying, Clay and Sand Pits	40	1	41	+ 10
Prospecting	44	28	72	— 46
Manufacturing	11,662	8,360	20,022	+ 848
Food and Beverages	844	1,091	1,935	+ 342
Tobacco and Tobacco Products	110	57	167	+ 98
Rubber Products	83	76	159	— 38
Leather Products	203	413	616	+ 117
Textile Products (except clothing)	477	457	934	+ 132
Clothing (textile and fur)	514	3,172	3,686	— 221
Wood Products	1,843	242	2,085	+ 24
Paper Products	528	255	783	— 158
Printing, Publishing and Allied Industries	382	362	744	— 60
Iron and Steel Products	2,366	447	2,813	+ 370
Transportation Equipment	2,432	208	2,640	+ 348
Non-Ferrous Metal Products	373	201	574	+ 99
Electrical Apparatus and Supplies	470	577	1,047	— 45
Non-Metallic Mineral Products	307	144	451	— 41
Products of Petroleum and Coal	18	13	31	— 6
Chemical Products	364	278	642	+ 73
Miscellaneous Manufacturing Industries	348	367	715	— 186
Construction	6,665	194	6,859	— 1,393
General Contractors	4,267	119	4,386	— 1,447
Special Trade Contractors	2,398	75	2,473	+ 54
Transportation, Storage and Communication	5,079	324	5,403	+ 590
Transportation	4,771	153	4,924	+ 532
Storage	245	38	283	+ 46
Communication	63	133	196	+ 12
Public Utility Operation	234	58	292	— 25
Trade	5,882	3,659	9,541	— 398
Wholesale	2,162	1,079	3,241	— 247
Retail	3,720	2,580	6,300	— 151
Finance, Insurance and Real Estate	461	1,031	1,492	+ 108
Service	12,904	12,991	25,895	— 2,962
Community or Public Service	856	1,246	2,102	+ 247
Government Service	7,256	2,006	9,262	— 3,451
Recreation Service	240	229	469	+ 66
Business Service	1,314	857	2,171	+ 172
Personal Service	3,238	8,653	11,891	+ 4
GRAND TOTAL	46,669	28,117	74,786	— 1,760

**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX,
AS AT JANUARY 31, 1963⁽¹⁾**

(SOURCE: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers.....	10,722	2,262	12,984
Clerical Workers.....	22,785	50,503	73,288
Sales Workers.....	10,861	20,183	31,044
Personal and Domestic Service Workers.....	46,099	33,030	79,129
Seamen.....	5,185	106	5,291
Agriculture, Fishing, Forestry (Ex. log.).....	9,055	1,043	10,098
Skilled and Semi-skilled Workers.....	267,694	22,562	290,256
Food and kindred products (incl. tobacco).....	2,466	775	3,241
Textiles, clothing, etc.....	3,455	13,711	17,166
Lumber and lumber products.....	32,941	174	33,115
Pulp, paper (incl. printing).....	1,799	635	2,434
Leather and leather products.....	1,456	1,189	2,645
Stone, clay and glass products.....	958	46	1,004
Metalworking.....	18,493	1,010	19,503
Electrical.....	3,353	1,114	4,467
Transportation equipment.....	1,332	62	1,394
Mining.....	2,896	.....	2,896
Construction.....	87,077	11	87,088
Transportation (except seamen).....	51,539	128	51,667
Communications and public utility.....	1,415	4	1,419
Trade and service.....	7,816	2,250	10,066
Other skilled and semi-skilled.....	34,490	1,094	35,584
Foremen.....	6,290	348	6,638
Apprentices.....	9,918	11	9,929
Unskilled Workers.....	206,804	34,191	240,995
Food and tobacco.....	9,103	12,060	21,163
Lumber and lumber products.....	22,118	488	22,606
Metalworking.....	7,569	663	8,232
Construction.....	112,146	2	112,148
Other unskilled workers.....	55,808	20,978	76,846
GRAND TOTAL.....	579,205	163,880	743,085

(1) Preliminary—subject to revision.

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,
AT JANUARY 31, 1963**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(a) Jan. 31, 1963	Previous Year Jan. 31, 1962		(a) Jan. 31, 1963	Previous Year Jan. 31, 1962
Newfoundland	29,739	27,497	Quebec—Concluded		
Corner Brook.....	6,627	5,743	Sorel.....	2,631	2,842
Grand Falls.....	3,438	2,565	Thetford Mines.....	2,470	2,056
St. John's.....	19,674	19,189	Trois-Rivières.....	7,047	6,559
Prince Edward Island	6,170	5,907	Val d'Or.....	1,909	1,878
Charlottetown.....	3,893	3,764	Valleyfield.....	3,085	2,713
Summerside.....	2,277	2,143	Victoriaville.....	2,531	2,675
Nova Scotia	35,106	34,653	Ville St. Georges.....	3,452	3,328
Amherst.....	1,303	1,268	Ontario	220,886	222,202
Bridgewater.....	2,105	1,899	Arnprior.....	528	530
Halifax.....	7,542	6,037	Barrie.....	1,747	1,760
Inverness.....	1,349	1,241	Belleville.....	2,553	2,710
Kentville.....	3,325	3,443	Bracebridge.....	1,661	1,795
Liverpool.....	799	775	Brampton.....	1,673	1,685
New Glasgow.....	4,874	4,548	Brantford.....	3,314	3,847
Springhill.....	1,128	968	Brookville.....	867	857
Sydney.....	5,126	7,435	Carleton Place.....	589	491
Sydney Mines.....	2,047	1,871	Chatham.....	2,984	2,714
Truro.....	2,063	1,995	Cobourg.....	1,020	1,211
Yarmouth.....	3,445	3,173	Collingwood.....	1,095	1,132
New Brunswick	34,634	34,527	Cornwall.....	3,694	4,028
Bathurst.....	6,128	6,520	Elliott Lake.....	505	692
Campbellton.....	2,744	2,952	Fort Erie.....	909	872
Edmundston.....	2,580	2,538	Fort Frances.....	801	855
Fredericton.....	2,495	2,065	Fort William.....	3,324	3,426
Minto.....	473	473	Galt.....	1,475	1,474
Moncton ⁽¹⁾	9,385	9,107	Gananoque.....	450	511
Newcastle.....	3,422	3,004	Goderich.....	891	980
Saint John.....	3,097	3,801	Guelph.....	1,967	2,258
St. Stephen.....	1,695	1,727	Hamilton.....	15,106	16,306
Sussex.....	638	665	Hawkesbury.....	1,279	1,232
Woodstock.....	1,977	1,710	Kapusking.....	1,079	668
Quebec	233,704	221,362	Kenora.....	1,360	1,225
Alma.....	3,239	2,832	Kingston.....	2,677	2,855
Asbestos.....	945	880	Kirkland Lake.....	1,173	1,781
Baie Comeau.....	1,656	1,361	Kitchener.....	3,520	3,632
Beauharnois.....	1,648	1,595	Leamington.....	1,322	1,172
Buckingham.....	1,523	1,478	Lindsay.....	914	913
Causapscal.....	2,973	2,813	Listowel.....	552	641
Chandler.....	2,705	2,629	London.....	6,352	5,749
Chicoutimi.....	3,182	2,891	Long Branch.....	4,054	4,550
Cowansville.....	526	647	Midland.....	1,667	1,705
Dolbeau.....	1,818	1,527	Napanea.....	1,033	979
Drummondville.....	3,029	2,555	Newmarket.....	1,809	1,842
Farnham.....	715	739	New Liskeard ⁽²⁾	633	—
Forestville.....	1,547	1,613	Niagara Falls.....	3,468	3,367
Gaspé.....	2,502	2,246	North Bay.....	2,475	2,171
Granby.....	3,027	2,565	Oakville.....	1,017	1,028
Hull.....	5,554	4,974	Orillia.....	1,349	1,348
Joliette.....	5,391	5,086	Oshawa.....	5,257	4,583
Jonquière.....	3,700	3,152	Ottawa.....	9,606	8,165
Lachute.....	1,379	1,075	Owen Sound.....	2,503	2,273
Lac Mégantic.....	1,601	1,417	Parry Sound.....	828	848
La Malbaie.....	3,032	2,900	Pembroke.....	2,385	2,397
La Tuque.....	1,157	1,120	Perth.....	737	791
Lévis.....	4,683	4,886	Peterborough.....	3,808	4,022
Louiseville.....	1,508	1,496	Picton.....	668	643
Magog.....	967	840	Port Arthur.....	4,768	5,049
Maniwaki.....	962	966	Port Colborne.....	1,395	1,279
Matane.....	4,282	3,697	Prescott.....	1,068	1,117
Mont-Laurier.....	1,176	1,344	Renfrew.....	767	746
Montmagny.....	2,492	2,405	St. Catharines.....	5,325	5,354
Montréal.....	75,791	71,699	St. Thomas.....	1,814	1,558
New Richmond.....	2,341	2,575	Sarnia.....	3,001	3,509
Port Alfred.....	1,752	1,471	Sault Ste. Marie.....	3,446	3,385
Québec.....	16,011	15,845	Simcoe.....	2,250	1,824
Rimouski.....	5,367	5,696	Sioux Lookout ⁽⁴⁾	—	719
Rivière du Loup.....	6,617	6,560	Smiths Falls.....	719	745
Roberval.....	1,790	1,929	Stratford.....	1,043	1,211
Rouyn.....	2,894	2,537	Sturgeon Falls.....	1,195	1,073
Ste. Agathe des Monts.....	1,397	1,463	Sudbury.....	6,081	4,833
Ste. Anne de Bellevue.....	1,441	1,402	Tillsonburg.....	748	603
Ste. Thérèse.....	3,187	2,833	Timmins.....	2,211	2,458
Ste. Hyacinthe.....	2,507	2,375	Toronto.....	54,528	54,274
St. Jean.....	3,067	2,512	Trenton.....	1,116	933
St. Jérôme.....	2,339	2,206	Walkerton.....	1,117	1,185
Sept-Îles.....	3,042	3,088	Wallaceburg.....	861	945
Shawinigan.....	5,648	5,404	Welland.....	2,648	2,658
Sherbrooke.....	6,469	5,987	Weston.....	4,486	4,588
			Windsor.....	9,126	10,918
			Woodstock.....	995	1,232

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,
AT JANUARY 31, 1963**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(a) Jan. 31, 1963	Previous Year Jan. 31, 1962		(a) Jan. 31, 1963	Previous Year Jan. 31, 1962
Manitoba	36,664	35,905	British Columbia	78,040	81,873
Brandon.....	3,188	3,318	Chilliwack.....	2,472	2,802
Dauphin.....	2,241	2,347	Courtenay.....	1,546	1,429
Flin Flon.....	245	258	Cranbrook.....	1,390	1,387
Portage la Prairie.....	1,621	1,621	Dawson Creek.....	1,458	1,168
The Pas.....	585	482	Duncan.....	910	1,090
Winnipeg (a).....	28,784	27,879	Kamloops.....	1,813	2,085
Saskatchewan	27,248	27,612	Kelowna.....	1,851	2,074
Estevan.....	578	622	Kitimat.....	169	207
Lloydminster.....	644	685	Mission City.....	1,640	1,851
Moose Jaw.....	2,075	2,268	Nanaimo.....	1,316	1,386
North Battleford.....	1,720	1,717	Nelson.....	1,203	1,451
Prince Albert.....	3,511	3,412	New Westminster.....	11,040	12,441
Regina.....	6,631	6,770	Penticton.....	2,207	2,306
Saskatoon.....	6,459	6,129	Port Alberni.....	811	844
Swift Current.....	1,338	1,467	Prince George.....	1,990	1,725
Weyburn.....	626	768	Prince Rupert.....	1,923	1,836
Yorkton.....	3,666	3,774	Princeton.....	626	754
Alberta	40,894	39,617	Quesnel.....	977	1,174
Blairmore.....	650	657	Trail.....	1,315	1,382
Calgary.....	13,051	11,894	Vancouver.....	33,664	34,387
Drumheller.....	734	699	Vernon.....	2,422	2,735
Edmonton.....	17,279	17,174	Victoria.....	4,596	4,716
Edson.....	472	576	Whitehorse.....	701	663
Grande Prairie.....	1,041	991	CANADA	743,035	731,155
Lethbridge.....	3,816	3,832	Males.....	579,205	570,061
Medicine Hat.....	1,970	1,922	Females.....	163,880	161,094
Red Deer.....	1,881	1,872			

(a)Preliminary subject to revision.

(b)Includes 1466 registrations reported by the Magdalen Islands local office.

(c)Prior to May 1962 figures included with Kirkland Lake local office.

(d)Winnipeg includes Sioux Lookout as of November 1, 1962.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, D.B.S. from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 1432, December 1962 issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT.

SOURCE: *Statistical Report on Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1962—November.....	4,118,000	3,743,800	374,200*
October.....	3,991,000	3,746,900	244,100
September.....	3,977,000	3,779,200	197,800
August.....	3,995,000	3,796,300	198,700
July.....	3,976,000	3,764,000	212,000
June.....	3,954,000	3,739,700	214,300
May.....	3,889,000	3,625,100	263,900
April.....	4,064,000	3,499,500	564,500
March.....	4,144,000	3,456,500	687,500
February.....	4,161,000	3,442,300	718,700
January.....	4,158,000	3,459,500	698,500
1961—December.....	4,139,000	3,537,800	601,200
November.....	4,023,000	3,637,000	386,000

*By virtue of seasonal benefit class B, the claimant count during the seasonal benefit period may include a number of persons who were not represented in the insured population within the last six months. This explains, in part, unequal variations in the month-to-month movement of the employed and claimants.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, DECEMBER 1962

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	18,943	17,094	1,849	14,503	12,679	1,824	9,661
Prince Edward Island.....	3,985	3,613	372	3,657	3,362	295	1,378
Nova Scotia.....	15,937	12,632	3,305	14,016	12,159	1,857	6,546
Nova Brunswick.....	16,564	13,446	3,118	15,680	13,691	1,989	5,706
Quebec.....	101,666	73,773	27,893	85,038	71,689	13,349	44,971
Ontario.....	94,379	65,794	28,585	83,728	70,572	13,156	38,025
Manitoba.....	14,400	11,149	3,251	15,771	13,243	2,528	4,633
Saskatchewan.....	10,883	8,658	2,225	10,340	8,695	1,645	4,810
Alberta.....	14,042	10,301	3,741	15,951	13,325	2,626	5,111
British Columbia (incl. Yukon Territory).....	33,045	24,590	8,455	33,387	27,557	5,830	10,402
Total, Canada, December 1962.....	323,844	241,050	82,794	292,071	246,972	45,099	131,243
Total, Canada, November 1962.....	243,563	175,672	67,891	194,160	149,888	44,272	99,470
Total, Canada, December 1961.....	357,873	265,868	92,005	331,514	278,999	52,515	114,248

* In addition, revised claims received numbered 32,325.

† In addition, 33,902 revised claims were disposed of. Of these, 3,764 were special requests not granted and 2,193 appeals by claimants. There were 10,366 revised claims pending at the end of the month.

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY
NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,
AND PERCENTAGE POSTAL, DECEMBER 31, 1962**

(Counted on last working day of the month)

SOURCE: *Statistical Report on Operation of the Unemployment Insurance Act, DBS*

Province and Sex	Total claimants	Number of weeks on claim* (based on 20 per cent sample)					Percentage Postal	December 29, 1961 Total claimants
		1-4	5-13	14-26	27-39	40 or more		
Canada.....	591,965	362,042	161,725	45,912	15,926	6,360	39.6	601,210
Male.....	464,007	299,926	122,814	27,456	9,645	4,166	42.1	472,040
Female.....	127,958	62,116	38,911	18,456	6,281	2,194	30.3	129,170
Newfoundland.....	32,985	24,590	6,254	925	479	737	80.6	27,909
Male.....	30,859	23,632	5,651	695	278	603	80.3	26,369
Female.....	2,126	958	603	230	201	134	85.2	1,540
Prince Edward Island.....	6,013	4,836	914	210	53	.....	80.3	5,910
Male.....	5,024	4,119	734	144	27	.....	81.6	4,927
Female.....	989	717	180	66	26	.....	73.7	983
Nova Scotia.....	30,896	19,036	7,707	2,871	1,000	282	56.8	30,259
Male.....	26,496	16,978	6,394	2,099	790	235	58.6	26,076
Female.....	4,400	2,058	1,313	772	210	47	46.4	4,183
New Brunswick.....	31,024	20,311	7,824	2,225	548	116	68.9	29,237
Male.....	25,661	17,155	6,415	1,606	415	70	70.2	24,043
Female.....	5,363	3,156	1,409	619	133	46	62.6	5,194
Quebec.....	179,327	110,239	48,285	14,153	5,083	1,567	35.4	174,500
Male.....	141,076	91,416	36,979	8,653	3,072	956	37.8	135,317
Female.....	38,251	18,823	11,306	5,500	2,011	611	26.4	39,183
Ontario.....	167,299	99,021	47,936	13,703	4,490	2,149	24.8	178,629
Male.....	121,810	76,569	33,840	7,473	2,513	1,415	25.3	132,416
Female.....	45,489	22,452	14,096	6,230	1,977	734	23.4	46,213
Manitoba.....	28,844	14,080	9,680	3,045	1,455	584	36.3	31,175
Male.....	22,637	11,958	7,485	1,967	952	275	39.2	25,039
Female.....	6,207	2,122	2,195	1,078	503	309	25.8	6,136
Saskatchewan.....	20,046	13,607	4,993	987	354	105	52.3	21,733
Male.....	16,555	11,794	4,035	472	193	61	55.9	17,898
Female.....	3,491	1,813	958	515	161	44	35.3	3,835
Alberta.....	29,237	15,652	10,269	2,438	645	233	60.0	31,826
Male.....	23,191	13,139	8,132	1,356	396	168	60.4	25,460
Female.....	6,046	2,513	2,137	1,082	249	65	58.5	6,366
British Columbia.....	66,294	40,670	17,863	5,355	1,819	587	30.9	70,032
Male.....	50,698	33,166	13,149	2,991	1,009	383	33.0	54,495
Female.....	15,596	7,504	4,714	2,364	810	204	24.0	15,537

NOTE: Values less than 50 subject to relatively large sampling variability

*The categories of "weeks on claim" have been revised. This table formally grouped persons on continuous claim as follows: "2 or less, 3-4, 5-8, 9-12, 13-16, 17-20 and Over 20."

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, DECEMBER 1962

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	42,599	1,036,182
Prince Edward Island.....	11,175	241,007
Nova Scotia.....	64,242	1,438,226
New Brunswick.....	63,938	1,434,028
Quebec.....	383,012	9,338,452
Ontario.....	379,024	9,316,331
Manitoba.....	60,824	1,524,574
Saskatchewan.....	39,793	965,939
Alberta.....	72,389	1,847,732
British Columbia (including Yukon Territory).....	149,739	3,944,118
Total, Canada, December 1962.....	1,266,735	31,086,589
Total, Canada, November 1962.....	793,921	18,933,673
Total, Canada, December 1961.....	1,216,603	29,447,393

* "Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1962—February.....	129.8	125.0	134.0	111.8	140.7	157.2	146.7	117.2
March.....	129.7	124.4	134.0	112.9	139.9	157.2	146.7	117.5
April.....	130.3	125.8	134.0	113.2	140.2	158.1	146.6	117.9
May.....	130.1	124.5	134.5	112.8	140.4	158.2	147.1	117.9
June.....	130.5	125.6	134.9	113.1	140.4	158.2	147.0	117.9
July.....	131.0	127.0	135.1	112.9	140.7	158.4	147.8	117.9
August.....	131.4	128.4	135.1	112.7	140.8	158.2	147.8	118.0
September.....	131.0	126.8	135.2	113.3	140.3	158.2	147.6	118.0
October.....	131.5	127.2	135.4	115.6	139.9	160.0	147.8	118.0
November.....	131.9	127.7	135.6	116.0	140.6	159.8	148.2	117.8
December.....	131.9	127.8	135.7	115.8	140.2	159.8	148.2	117.8
1963—January.....	132.0	129.0	135.9	114.7	139.8	159.8	148.6	117.8
February.....	132.1	129.4	135.9	114.8	139.6	159.9	148.6	118.0

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JANUARY 1963

(1949=100)

	All Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Jan. 1962	Dec. 1962	Jan. 1963							
St. John's, Nfld..	116.4	118.1	118.3	112.6	114.7	112.0	123.5	155.0	152.9	101.1
Halifax.....	129.3	130.8	130.9	123.7	134.3	124.8	139.5	163.2	165.2	124.5
Saint John.....	130.5	131.9	132.4	127.4	131.8	122.8	143.9	184.8	151.1	124.5
Montreal.....	130.2	132.3	132.4	135.4	134.6	106.5	160.7	169.0	144.2	118.7
Ottawa.....	130.9	132.7	132.9	129.1	137.5	119.8	150.9	163.8	142.4	123.8
Toronto.....	131.6	133.0	133.5	127.5	139.7	120.6	131.9	156.0	185.4	121.8
Winnipeg.....	128.7	130.1	130.0	128.4	129.5	120.0	135.1	173.3	139.8	120.4
Saskatoon-Regina	126.5	128.3	128.3	125.6	127.3	128.1	136.8	145.0	147.0	119.5
Edmonton-Calgary	125.7	127.4	127.5	122.7	127.5	125.5	131.0	162.8	145.7	119.5
Vancouver.....	130.1	130.6	131.1	128.6	135.9	117.6	137.3	150.3	147.8	121.0

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

St. John's index on the base June 1951=100.

C—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 103, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1958-1963

Month of Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1958.....	253	262	112,397	2,872,340	0.24
1959.....	203	218	100,127	2,286,900	0.19
1960.....	268	274	49,408	738,700	0.06
1961.....	272	287	97,959	1,335,080	0.11
*1962.....	291	312	74,346	1,417,620	0.10
*1962: January.....	20	40	9,174	85,420	0.08
February.....	15	44	10,855	72,070	0.07
March.....	30	46	12,426	143,800	0.14
April.....	18	40	12,328	142,770	0.14
May.....	23	45	17,333	139,700	0.12
June.....	27	53	14,545	260,650	0.23
July.....	24	47	16,775	133,650	0.11
August.....	35	54	11,531	74,540	0.07
September.....	23	48	10,482	116,350	0.10
October.....	21	42	9,957	108,040	0.10
November.....	29	49	9,565	76,740	0.07
December.....	13	29	3,641	56,660	0.05
*1963: January.....	9	24	4,559	79,780	0.07

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, BY INDUSTRY, JANUARY 1963

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	2	1,515	22,730
Mines.....	1	160	340
Manufacturing.....	11	2,585	54,060
Construction.....	4	185	1,150
Transpn. and utilities...	1	12	260
Trade.....	3	51	830
Finance.....			
Service.....			
Public administration...	2	51	410
All industries.....	24	4,559	79,780

TABLE G-3—STRIKES AND LOCKOUTS, BY JURISDICTION, JANUARY 1963

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island...			
Nova Scotia.....	1	23	210
New Brunswick.....	7	2,596	50,940
Quebec.....	10	1,801	25,390
Ontario.....			
Manitoba.....			
Saskatchewan.....			
Alberta.....	1	24	700
British Columbia.....	5	115	2,540
Federal.....			
All jurisdictions.....	24	4,559	79,780

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
JANUARY 1963**

(Preliminary)

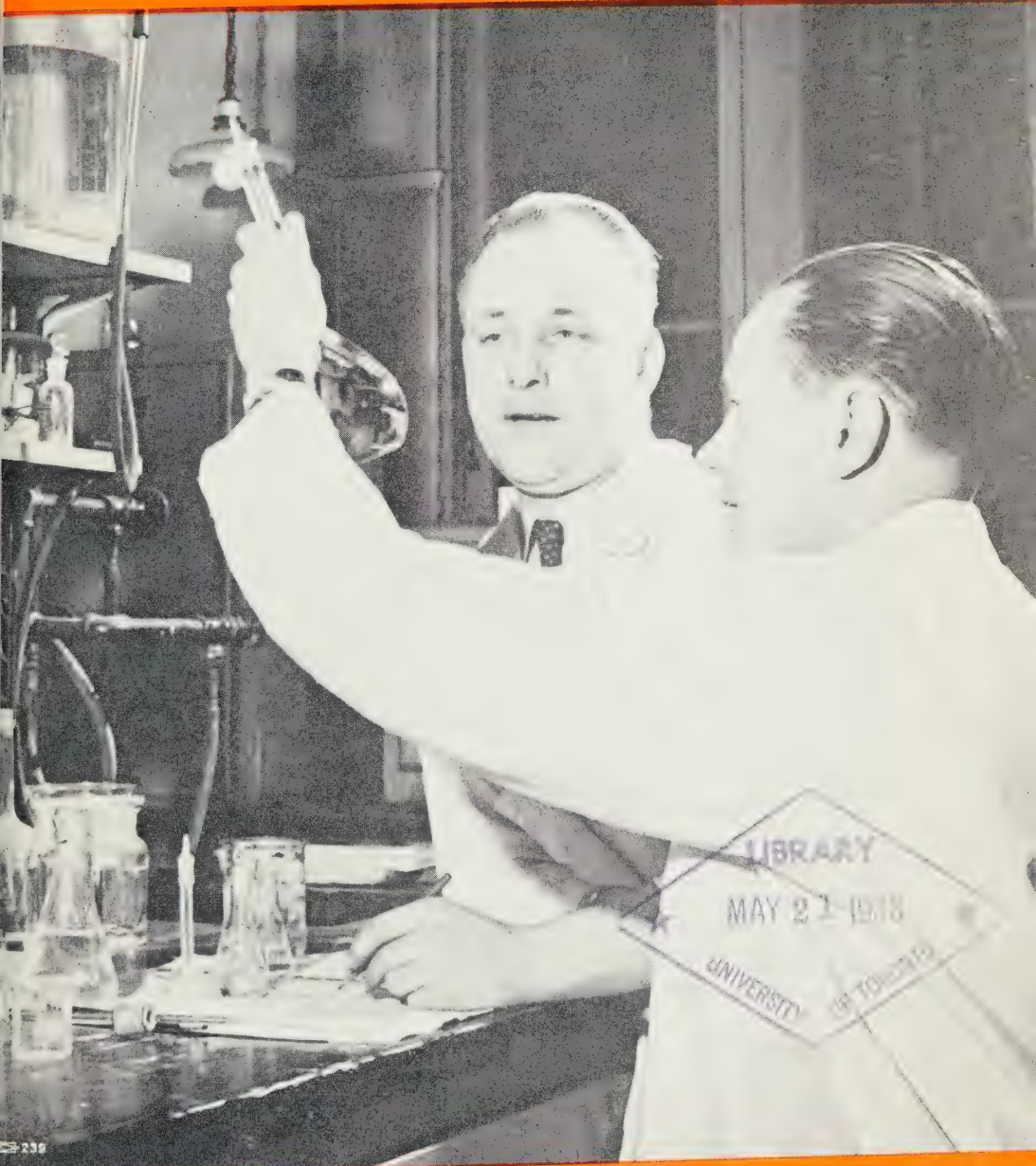
Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues ~ Result
			January	Accu- mulated	Termi- nation Date	
FORESTRY Kimberly-Clark Pulp & Paper, Long Lac and Geraldton, Ont.	Carpenters Loc. 2693 (AFL-CIO/CLC)	365	5,480	5,480	Jan. 14	Wages, hours~
Spruce Falls Power & Paper (Woodlands Div.), Kapuskasung area, Ont.	Carpenters Loc. 2995 (AFL-CIO/CLC)	1,150	17,250	17,250	Jan. 14	Wages, hours~
MINES <i>Non-Metal</i> National Asbestos Mines, Thetford Mines, Que.	Mining Employees' Feder- ation (CNTU)	160 (30)	340	340	Jan. 3 Jan. 5	Wages in a reclassification scheme ~ Retroactive wage increase of 3½% in 1962, 2½% in 1963 and a further 3% in 1964.
MANUFACTURING <i>Food and Beverages</i> James Strachan Bakery, Montreal, Que.	Bakery Workers Loc. 55 (CLC)	150	1,380	1,380	Jan. 19	Wages, hours~
Wonder Bakeries, Montreal, Que.	Bakery Workers Loc. 55 (CLC)	150	1,000	1,000	Jan. 23	Wages~
<i>Primary Metals</i> Quebec Iron & Titanium, Tracy, Que.	Metal Trades' Federation (CNTU)	745	19,370	105,730	Aug. 28	New agreement~
<i>Chemical Products</i> Shawinigan Chemicals, Shawinigan, Que.	CNTU—chartered local..	1,285 (40)	27,760	152,570	Aug. 17	Management rights, job eval- uation, seniority rights~

Figures in parentheses indicate the number of workers indirectly affected.

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(Continued on page three of cover)

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Research in the Training Field

Thirteen reports have been published, additional studies have been completed, and a number of special surveys are under way in Skilled Manpower Research Program, which is centred in the Department's Economics and Research Branch

The Skilled Manpower Training Research Program of the Department of Labour has to date published 13 reports, completed additional studies, and has a number of special surveys and studies under way.

The need for such research in Canada was indicated early in the 1950's by the possibility that immigration would decline—as Canada has historically imported most of the trained manpower it needed for its economic development—by the great increase in the number of young people preparing for their working careers, and by the needs of an expanding and changing economy.

At the same time, the extent and nature of the assistance from the federal Government required by provincial government authorities to aid technical and vocational training came under review.

To meet the challenge presented by these developments, it was necessary to build a solid body of knowledge about how the economy's needs for trained manpower were changing, and the implications of these changes for training programs.

The resulting research effort became known as the Skilled Manpower Training Research Program. In its development and in its subsequent operations, discussions were held with provincial government training authorities and with representatives of employers, workers, and many other groups. The National Technical and Vocational Training Advisory Council supported and formally recommended this research, which is centred in the Economics and Research Branch of the Department of Labour.

Areas of Research

Four main areas of research have been undertaken to date:

1. Studies of the extent and nature of technological changes in specific industries and their effects on manpower requirements and training needs.

2. Surveys of the ways in which selected groups of specialized workers acquired their skills.

3. Detailed reviews of the extent and character of existing public and private training facilities in Canada.

4. Investigations of past occupational trends on a national and industry basis; the reasons underlying such trends, and

projections of future occupational requirements.

As a result of the program, 13 reports have been published so far. Reports and studies have dealt with all four of the areas listed.

A report, "Technological Changes and their Impact on Employment and Occupations," was presented in February 1961 to the Special Committee of the Senate of Canada on Manpower and Employment. A special study completed was "Transition from School to Work" (L.G., Feb., p. 112).

Research work on training in agriculture served as a background for the National Conference on Agricultural Training held in October 1962 (L.G., Nov. 1962, p. 1241).

Much work has been done in identifying broad occupational trends, and investigation of the changing occupational structure of selected industries has been started. Increased attention is being given to the whole problem of long-range economic forecasting.

Important Impact on Policy

These research activities have had an important impact on formulating policy in the training field; they served for the development of the Technical and Vocational Training Assistance Act passed in December 1960 (L.G. 1961, p. 222). Almost \$500,000,000 has been spent so far in expanding training facilities and programs as a direct result of the Act.

The research has also pointed out manpower problems requiring special attention, resulting in measures introduced in Parliament to provide incentives for joint labour-management efforts, designed to cope with manpower displacements resulting from technological changes, and to improve labour mobility in such cases. The entire research also aids existing training.

Among the reports published to date are: *Acquisition of Skills; Vocational Training Program in Canada—Technical and Trade Training, Publicly Operated;—Commercial, Service and Other Occupations, Publicly Operated;—Agriculture, Publicly Operated; Vocational Training Needs in Canadian Agriculture; Current Status of Electronic Data Processing in Canada; Electronic Data Processing Occupations in a Large Insurance Company.*

50 Years Ago This Month

Labour Gazette appoints women correspondents—in Montreal, Toronto, Winnipeg and Vancouver—in belief that they would give “a more efficient treatment” of subject of women’s employment. Two of them report on shortage of domestics

The appointment of women correspondents to the LABOUR GAZETTE in four principal cities of Canada in March and April 1913 was reported in the issue for April of that year. Although the subject of female employment had thus far been dealt with by the *Gazette’s* regular correspondents, the report said, it was thought that “a more efficient treatment of the subject would be ensured by the appointment in the larger centres of industry of special women correspondents . . .”

Montreal, Toronto, Winnipeg and Vancouver were the cities in which the new correspondents were stationed. Their first reports, which in accordance with their instructions consisted of a general review of local employment conditions for women, were published in the April 1913 issue.

The Montreal correspondent’s report referred to the scarcity of domestic servants, a proof of which was “the numberless applications sent to the different immigration bureaus for women and girls.” Mention was made also of the way in which women workers in Montreal had organized themselves, “this being especially noticeable among French-Canadian women.”

Names of organizations given included La Fédération St-Jean-Baptiste, which comprised such organized groups as: l’Association des Femmes d’Affaires, l’Association des Employées de Bureaux, l’Association des Employées de Manufactures, and l’Association des Employées de Magasins. The article pointed out that at the head of such bodies as the Montreal Local Council of Women, and La Fédération St-Jean-Baptiste, were to be found “some of Montreal’s most intelligent and distinguished women.”

The Toronto correspondent said that it was estimated that about 56,000 women were employed in the city, of whom about 15,000, who had come from outlying districts, lived in boarding houses. “A number of women and children receive less than \$6 a week. In many factories there is also much overtime and night work for women and girls. House rents are extremely high, and board correspondingly so.”

In Toronto also there was a big demand for domestic servants, and several agencies were at work trying to supply it. The Colonization Department had seven local agents for bringing out domestic servants.

“The plan of this Department is to pay a \$5 bonus to the booking agent in London, to be paid on the receipt of a service certificate signed by the employer of the girl to the effect that she has been in service a month or more in Canada. When necessary, the Government assists the girl to come out by a loan of \$19.46, a bond for the same to be signed by the girl and her guarantor at her home agency, and to be redeemed by the girl at the rate of \$5 a month . . .”

The Toronto correspondent said that the Factory Act was under revision by the Ontario Government. She gave some instances of the ways in which the Act at that time was “detrimental to the interests of women and children.”

60-Hour Week

A 60-hour week was set for all women, and for children of more than 14 years of age employed in factories, and more than 12 years of age employed in shops. On any Saturday, or on any day before a statutory holiday, or between December 14 and 24, any woman, or child over 12, might be employed in shops from 7 a.m. to 10 p.m.

“In the fruit and vegetable industries, within the factory, children from the age of 12 may be employed from June to October for 10 hours a day . . .”

In Toronto, a male assistant teacher was paid twice as much as a female assistant teacher in the same grade, in the fifth year of service.

The Winnipeg correspondent said that the estimated 10,000 “lady stenographers and bookkeepers” employed in the city were being paid from \$35 to \$75, “or even \$100,” a month. Dressmakers who went out by the day got from \$2 to \$2.50 with board. Telephone girls got from \$25 to \$45 a month. Nurses on permanent work were paid from \$70 to \$90 a month, school teachers from \$500 to \$1,200 a year.

The Vancouver correspondent remarked that “woman’s lack of interest in her economic future as a wage-earner is shown by her lack of interest in trade unions.” The only union exclusively for women in Vancouver was the Waitresses and Lady Cooks Union, “with headquarters in the Labour Temple.”

Labour Department-University Research Grants in 1962

During 1962, the Department of Labour awarded seven grants, totalling \$8,700, under the Labour Department-University Research Program. These grants support studies in industrial relations, manpower requirements, investment in education and training, and all other aspects of labour economics in Canada.

Subjects for studies and the recipients approved by the Labour Department-University Research Committee—a joint body of university representatives and of the Department of Labour—for the 1962 program were:

—Scientific manpower in the economy of Canada, by Agnes M. Ferguson, McGill University.

—Origins of the legislative policy of Quebec in labour relations matters, by Stanley Hartt, McGill University.

—An economic analysis of financing unemployment insurance in Canada, by L. A. Kelly, Queen's University.

—Wage differentials in Canada, by G. Marion, University of Montreal.

—The labour implications of recent developments in the coal mining industry of Nova Scotia, by W. J. Woodfine, St. Francis Xavier University.

—Effective utilization of manpower in the Canadian construction industry (completion of study), by David C. Aird, University of British Columbia.

—Legal status of collective agreements in Canada, the U.S.A. and Great Britain, by Bernard Leo Adell, Wadham College, Oxford University.

Women's Bureau Convenes Meeting of Union Officials

A one-day consultation with trade unionists was convened by the Women's Bureau of the Department of Labour on March 7.

The meeting explored some of the more urgent problems that arise in relation to women's employment, e.g., the effect on women's wages of continuing distinctions between men's jobs and women's jobs; the needs of working mothers, particularly for more adequate provisions for child care; and the effect of technological change on workers who are displaced or who must adapt to new work situations.

In connection with the last of these, the difficulties of older workers confronted by automation and the probable areas of hidden unemployment resulting from reductions in new hirings were stressed.

An analysis of provisions of collective agreements by the Economics and Research Branch of the Department facilitated discussion of the various topics.

The trade unionists who attended, all union officials, were Miss Helmi Caren, Hotel and Restaurant Employees' and Bartenders' International Union; Miss Yvette Charpentier, International Ladies' Garment Workers' Union; Miss Jeanne Duval, Service Employees' Federation (CNTU); Charles Meridew, United Steelworkers of America (office employees); Miss Iona Samis, United Packinghouse, Food and Allied Workers of America; and Mrs. Betty Whittaker, International Brotherhood of Bookbinders. Miss Margaret McIrvine of the National Em-

ployment Service, Dr. John McDonald and Felix Quinet of the Economics and Research Branch of the Department of Labour, Guy de Merlis of the *LABOUR GAZETTE* and the staff of the Women's Bureau were present at the meeting.

Government Agencies Recognize Need for Accident Prevention

A greater acceptance of the fact that there is a need for organized accident prevention activities within the Public Service is indicated in the response of government departments and agencies to the latest annual report on claims for work injuries of federal employees (L.G., March, p. 194).

An intention to make greater use of the safety advisory service of the Accident Prevention and Compensation Branch (formerly Government Employees Compensation Branch) of the Department of Labour is also indicated.

Typical of the comments received by the Branch from other departments are the following:

"... we are anxious to do all possible to limit accidents and work injuries, and any suggestions from your advisory service concerning our present procedures would be most welcome"

"I have asked the Chief of Personnel Services to take steps to formulate an accident prevention program for our department and no doubt he will be calling upon the safety advisory service of your department for assistance."

Unions Have Problem Adjusting To Technological Change

"Technological change has become the only significant constant in our increasingly complex industrial organizations." Although management has adjusted to change fairly well, "unions have a far greater problem in terms of the impact on membership," said Richard A. Beaumont, Director of Research, Industrial Relations Counselors, Inc., New York.

Speaking on technological change and its effects at the Industrial Relations Conference of the Rubber Manufacturers Association, Inc., in December, Mr. Beaumont made these added observations:

—The diminishing size of the blue-collar labour force is not the only reason for "the decrease in the absolute and relative size of the labour movement, but it certainly accounts for the inability of unions to keep pace in membership strength with the overall growth of the labour force."

—Unions have lost membership through an upgrading of work, which creates jobs outside the bargaining unit.

—Organized labour may try to protect workers by: asking for interplant or inter-company transfers; seeking to broaden seniority rights; and requesting earlier pensions, relocation benefits and retraining rights.

"Unions argue that employees have a vested right in their jobs and that if they are separated from employment they must be paid for giving up their rights." This has resulted in special severance-pay demands.

U.S. Minimum Wage Increases Had No Inflationary Effects

"The 1961 minimum wage increases had no discernible effects on average wages in the economy generally," said United States Secretary of Labor W. Willard Wirtz in a report to Congress. "There is no indication that these increases produced any general upward pressure on the wage structure."

The increases "had no discernible effect on the nation-wide level of employment in the industries affected," the report added. In fact, employment has risen in these industries since the increases took effect.

The 1961 increase, to \$1.15 an hour, which took effect on September 3 that year, was provided for in an amendment to the U.S. Fair Labor Standards Act (L.G. 1961, p. 698). The Act requires the Secretary of Labor to report annually to Congress.

The same amendment brought an additional 3.6 million workers under the Act at a minimum rate of \$1.00.

In his report the Secretary pointed out also that, as a rule, workers who were not covered by the Act generally did not benefit, even indirectly, from the increases. He said this fact underlined the necessity for further extending the coverage of the Act.

More than 2,500,000 low-paid workers gained by receiving wage increases of over \$500,000,000 a year. These included some 600,000 who were among the 3,600,000 not previously covered, and who had been receiving less than \$1.00 an hour.

The effects of the increases—on inflation and employment—were carefully watched by the U.S. Department of Labor, and were the opposite of repeated predictions to the contrary. This was revealed by the surveys supplying data for the report.

In the quarter century since the enactment in 1938 of the Fair Labor Standards Act, the federal minimum wage has been increased five times from its original 25 cents an hour.

Median Increase in U.S. in 1962 Negotiations Highest Since 1959

A median wage increase of 3.4 per cent was provided in major collective agreements negotiated in the United States during 1962, according to preliminary estimates of the U.S. Bureau of Labor Statistics. It was the highest annual rise in wages since 1959.

The rise in non-manufacturing was greater than in manufacturing. Almost all of the 750,000 workers covered by agreements that provided no wage increase were in manufacturing.

The increases averaged 2.9 per cent in manufacturing and 4.1 per cent in non-manufacturing.

Four fifths of the 3,750,000 covered in 1962 negotiations received wage increases.

Winter Works Program Provides 5½ Million Man-Days of Work

By March 22, projects accepted under the Municipal Winter Works Incentive Program numbered 6,955; they provided an estimated 5,571,247 man-days of work during the period of the program. Projects approved under the 1961-62 program numbered 8,247 and man-days of work provided, 5,784,374.

The estimated number of men to be hired during the program period had reached 124,397 by March 22.

Ontario Federation of Labour Holds Education Conference

Various views about the future of the trade union movement in Canada were expressed by speakers at an Ontario Federation of Labour educational conference held during the latter part of February in Niagara Falls. The meeting, which was attended by between 700 and 800 delegates from unions all over Ontario, was addressed by labour leaders and by two university professors who are specialists in industrial relations.

Difficulties facing the labour movement the speakers agreed, included a falling off in union membership, lack of success in organizing white-collar workers, who are increasing in numbers at the expense of blue-collar workers; the need for adjustment to changing industrial and economic conditions; internal dissension in the movement; and a measure of public hostility towards trade unions.

Measures proposed by labour speakers to meet these difficulties included: increasing the powers of the Canadian Labour Congress, merging of small national and international unions to form larger and more effective units, appointing more specialists to union staffs, and giving more attention to labour's "public image."

Labour Speakers

The belief that more power would have to be transferred to the CLC from its affiliates was expressed by William Dodge, Executive Vice-President of the Congress. Such a transfer of authority would affect organization, jurisdiction, the structure of unions, and perhaps eventually collective bargaining. The CLC needed to be not only a forum for the production of ideas but also the means to implement them, he said.

Organization should be more vigorous, should aim at new groups, and should employ new methods. He was convinced that organizing techniques now being explored would prove productive.

Merger as a cure for labour's lack of growth was proposed by Stanley Little, President of the National Union of Public Service Employees, which is soon to merge with the National Union of Public Employees (L.G., Feb., p. 111). Several hundred unions in Canada have fewer than 10,000 members, and could not afford research officers or a sufficient number of organizers.

He urged that a definite effort be made to reduce the number of unions operating in Canada, even if it meant the merger of some smaller unions with larger ones, or

their withdrawal from their present jurisdiction in favour of other CLC affiliates better able to do the job.

Ralph Helstein of Chicago, President of the United Packinghouse, Food and Allied Workers, branded as "sheer irresponsibility" the idea that somehow jobs would be found for the thousands of workers annually displaced through automation. He contended that labour's prescription for dealing with unemployment—the shorter work week—was a temporary but essential means of producing, not more leisure, but more jobs.

Labour must slow down the introduction of automation in order to provide time for the necessary social adjustments, he said. Corporations have been known to delay the introduction of new equipment until products could be developed that would lead to new jobs for those who would be displaced, he said. "This kind of social responsibility must become more pervasive," he contended.

He argued that the cost of the transition to full automation should be borne by society as a whole, and not only by those whose jobs cease to exist. He suggested that a guaranteed income should be provided for those who are thrown out of work, until a long-term solution could be found for their case.

Henry Rhodes, Assistant Director of Organization, Canadian Labour Congress, said that the old picture of the big boss who grew fat on the sweat of his employees had been displaced by that of the union boss who was given his weight in gold each year. "We want to organize the workers who constitute the public. We cannot do so as long as we are ogres in their eyes," he said.

David Archer, President of the Ontario Federation of Labour, said that as far as labour-management co-operation was concerned he had found nothing more substantial than some pious utterances at labour-management seminars to indicate any change of attitude. Judging by what he had seen while sitting on the Ontario Labour Relations Board, management still regarded the union movement as a necessary evil. "I cannot honestly say I have seen any real attempt by management to co-operate with labour, or to accept them as a full partner," he said.

Harry J. Waisglass, Canadian Research Director of the United Steelworkers, who spoke on planning for the expansion of Canadian trade, said that a ten-province "common market" would bring political and economic unity to Canada.

"Confederation has so far failed to give Canada a viable economic basis on which to build effective national unity, with a national sense of purpose and direction . . . Canada's political unity is artificial and superficial. It is far from being a single state," Mr. Waisglass contended.

He recommended studying and planning for "massive trade adjustments" and greater freedom of trade. He expressed the view that "economic independence of the U.S. is almost impossible," and that "our prospects for maximum growth opportunities with the greatest possible political independence would be enhanced by a multi-national free trade area that would include both Canada and the U.S. If such efforts failed, Canada would become more economically dependent on the U.S., or it would become part of the U.S."

University Speakers

Workers share the general public's increasing dislike for strikes, Prof. H. D. Woods, Director of the McGill University Industrial Relations Centre, told the conference. "I believe it is becoming imperative that unions and employers make a determined assault on the strike so as to reduce it to the lowest practical minimum," he said.

Although unions should keep the strike weapon, they were in fact using it less and less, he said, and the question of the "public interest" was becoming more important in collective bargaining.

The very successes of unionism in winning recognition and the right to bargaining in good faith "have reduced the element of blind loyalty of the workers and have lessened public sympathy, not for unionism, but for the strike weapon," Prof. Woods said.

He attributed the decline in union membership from a high point in 1959 to three main causes: a drop in blue-collar jobs and increase in white-collar ones, a decline in "emotionally charged" issues of social injustice, and rising affluence.

To deal with the situation, he suggested: amalgamation into larger units; reorganization of individual union operations; heavier reliance on experts to deal with complicated things such as pensions, seniority and automation; improving relations between unions and their rank-and-file members, for example by establishing independent appeal boards; and improving the union "public image."

One result of automation is that unions and management are confronted with problems that may be beyond the scope of collective bargaining as we know it, Prof. Woods said. The whole concept of bargaining has changed and unions are involved in a mass of technical details that require the services of persons with skills and technical knowledge, he contended. He asserted that it was necessary to recognize that some problems, especially those arising out of the new insecurity associated with automation, are beyond the capacity of collective bargaining.

Prof. J. H. G. Crispo of the University of Toronto's School of Business took a serious view of the outlook for labour, and he said bluntly that unless organized labour learned to make itself more attractive to the new types of workers coming into existence, it faced a dismal future.

Prof. Crispo said he was convinced that in the long run white-collar workers—who have in a sense become machine tenders—would be organized; but he thought that white-collar and blue-collar workers might drift into two separate trade union federations.

White-Collar Workers in Britain

A British report on 30 unions of white-collar workers shows that in an 11-year period the aggregate gain in membership was more than 25 per cent but much more in some of them. The report was prepared for the TUC's annual conference of non-manual workers.

Union membership among journalists increased by a third; among draughtsmen by more than 50 per cent; among film artistes by nearly 80 per cent; among bank employees by more than 90 per cent; and organizations for supervisory staffs, executives and technicians increased their membership by 130 per cent.

One factor that helps recruitment, the report said, is the steadily shrinking number of separate organizations. There has been an average of one amalgamation a year among TUC unions since the war.

CORRECTION—In the article, "Report of Committee of Inquiry into Unemployment Insurance Act" in the February number, the last sentence of the second paragraph under the heading, "National Employment Service" on page 122 should have read, "The Unemployment Insurance Commission also would appoint chairmen of boards of referees" and not "would not appoint."

Reports on First Six Months Of U.S. Manpower Training Act

A total of 25,000 unemployed and underemployed workers were approved for training under the Manpower Development and Training Act during its first six months of operation, and of the 1,143 trainees who had completed courses by the end of last year, 70 per cent had been placed in jobs, United States Secretary of Labor W. Willard Wirtz has announced in his submission to Congress of the first report on the administration of the Act.

The Act provides for the setting up by the Secretary of Labor of a program for testing, counselling, and selecting for occupational training those unemployed or underemployed persons who, without training, cannot reasonably be expected to be able to obtain suitable full-time employment. It also makes a similar provision for youths of 16 years of age or older who need occupational training and further schooling. Workers in farm families with less than \$1,200 a year net family income are considered to be unemployed for the purposes of the Act.

The Act also requires the Secretary of Labor to provide counselling and placement services for those who have completed their training, as well as follow-up studies to determine whether the programs provided meet the need for training of those referred under the Act.

Before selecting a person for training the Department is required to find out whether there is a reasonable likelihood that when he has been trained he will be able to find a job in the occupation for which he has been trained. If such employment is not available in district where the applicant lives, the Department must obtain reasonable assurance that he is willing to accept employment elsewhere.

Weekly training allowances to persons undergoing training are paid by the federal Government for a period not exceeding 52 weeks, through agreements with the various states. The amount of such allowances is not to exceed the average weekly unemployment compensation payment per week of total unemployment in the state making such payments, during the most recent quarter for which data are available. For a person who is getting unemployment compensation, the federal Government payment may be used to supplement the unemployment compensation to bring it up to the amount indicated above.

Provision is also made for payment of transportation and subsistence expenses for those engaged in training, including on-the-job training, if such persons are being

trained at a place not within commuting distance of their homes.

The Act provides that if state unemployment compensation payments are being made to a trainee who is entitled to a training allowance, the state shall be compensated for such payments by the federal Government.

The Act further provides for the setting up by the Secretary of a national advisory committee to make recommendations to him regarding the carrying out of the provisions of the Act.

The Secretary, in his report, stated that at the end of December 1962 about \$19,000,000 had been set aside to cover 430 training projects. Of this total, \$11,000,000 was for training allowances and \$8,000,000 was for the direct costs of training. The average cost per trainee was reckoned to be \$1,178.

Free World's Women Unionists Meeting in Vienna at Month-end

A meeting of about 60 women trade union representatives from all parts of the free world is scheduled to take place from April 29 to May 3 in Vienna. It is being organized by the International Confederation of Free Trade Unions and the International Trade Secretariats.

Delegates from 35 countries in Asia, the Middle East, North and South America, Africa and Europe will study the questions confronting working women throughout the world. Among the subjects to be discussed are: the role of women and trade unions in the struggle for peace in a democratic society; the needs of women workers in industrialized countries; and the problems of women workers in the developing countries.

During the week after the meeting, from May 6 to 10, a seminar for women trade unionists on "Trade unions and the problems and needs of the world's women workers" will be held at Tegernsee, Germany.

Machinists Celebrate 75th Anniversary Next Month

The 75th anniversary of the founding of the International Association of Machinists will be celebrated in May.

In a message to all IAM lodges, President A. J. Hayes said few organizations in any field have survived for 75 years and that for a union to be growing and developing at 75 "is a living testimony to the courage, the determination, the wisdom and the idealism of our members."

Professional Manpower Advisory Committee

Eighth meeting told that science graduates may outnumber engineering graduates in a few years, that doctors and dentists still in short supply, that smaller universities raising admission standards. Training of technicians is stressed

At its eighth meeting, held on February 25 in Ottawa, the Advisory Committee on Professional Manpower was told that science graduates may outnumber engineers in a few years, that doctors and dentists were in short supply and insufficient facilities existed for training dentists, and that Canada's intermediate universities and colleges had raised admission standards. In at least two provinces, the universities had raised the admission standard for students enrolling from other provinces.

University enrolment statistics submitted to the meeting showed that the number of science graduates may soon exceed that of engineers, already in short supply.

To free more engineers for strictly engineering duties, the Committee emphasized the importance of training more technicians.

The Committee agreed that its Subcommittee on Professional Manpower Statistics, established as the result of a recommendation by the Committee at its previous meeting (L.G., Jan. 1962, p. 11), continue its work.

The preparation of a statistical handbook on professional manpower, recommended by delegates at the previous meeting, was in the final stages, the meeting was told.

Delegates found that, statistically, the excessive outflow of engineers and scientific manpower to the United States and other countries continued, but learned that, historically, Canada had been "the winner" rather than the loser in the interchange of professional manpower with other countries.

J. P. Francis, Director, Economics and Research Branch, Department of Labour, was Chairman of the meeting, which was attended by representatives of professional associations, education and university groups, research and government bodies, and crown corporations.

The purpose of the Advisory Committee on Professional Manpower is to bring together representatives of various groups to discuss professional manpower, to act as a consultative group and advise the Department of Labour on professional manpower research, and to serve as a means of communication and interchange of information.

Economics and Research Branch

A report on the research activities of the Economics and Research Branch in the area of professional manpower was presented by A. D. Boyd, head of the Professional Manpower Section.

He quoted the latest statistics obtained from the Branch's most recent survey of the Register of Scientific and Technical Personnel. Each year, one third of the Register receives a survey questionnaire; the 1962 survey was the sixth.

The Register now lists more than 88,000 professional persons, of whom about 55,000 are engineers and architects, and 33,000 are scientists. During the 1962 survey, about 77 per cent had replied.

Mr. Boyd also described the numerous changes made in the *Directory of Canadians Studying in the United States* (L.G., Feb., p. 109); the practice of including details on the number of students intending to return to Canada had been discontinued this year.

He reported that the statistical handbook on professional manpower, the preparation of which had been suggested by the Committee at its previous meeting, was now in the final stages.

The Branch planned to continue with research on professional manpower supply and projected demand during the current year. The survey of the supply side was well under way.

In the subsequent discussion, Dr. Edward F. Sheffield, Director of Research, Canadian Universities Foundation, suggested that the *Directory of Canadians Studying in the United States* make a distinction between full-time and part-time students.

The suggestion was also made that other professional classes be included in the projections for the professional manpower supply and demand, the emphasis now being on science and engineering. To do this, it might be necessary to make use of projections made by other agencies. It was proposed that the Economics and Research Branch act as a liaison medium for the various groups interested in and working on the numerous problems of assessing professional manpower, especially in the matter of demand projections carried out by different agencies.

There was discussion on the loss of engineers and scientists to other countries, especially to the United States. Although the statistics showed that currently and during recent years, Canada was the loser, it was pointed out by Mr. Francis that "historically we have been the winner" as far as the general outflow and inflow of professional persons was concerned. The loss of technical and scientific personnel to the United States was often overemphasized.

Subcommittee on Statistics

The report on the activities of the Subcommittee on Professional Manpower Statistics was presented by Dr. Paul H. Casselman, its Chairman.

He stated that the subcommittee had been organized in July 1962 and had held four meetings since. "The role of the subcommittee, which is advisory in nature," said Dr. Casselman, "is to bring together interested agencies in order to discuss statistical needs and make suggestions for improving and developing statistics in the field."

On the question of the definition of professional manpower, the subcommittee had agreed to adopt a broad definition that included technicians, because a great number of professionally trained persons were engaged in technician work and a number of technicians were holding professional jobs in the broader and practical meaning of the term.

One of the statistical gaps that the subcommittee will attempt to fill concerns part-time enrolment at Canadian universities. As statistics on university graduations include both the full-time and part-time students, and since the number of part-time students varies greatly with the course, "you get a distorted picture of the relationship between enrolments and graduations in specific fields," Dr. Casselman stated.

Individual Group Reports

Among reports by individual members of the Committee was a statement on the expansion of the new Atomic Energy of Canada Limited establishment in the Winnipeg area. Supporting technicians equal in number to the professional staff would be required in the near future, it was reported.

T. H. G. Michael of the Chemical Institute of Canada reported that chemists with an honors degree at the bachelor level were disappearing. Graduates were going on to the doctorate level and the resulting gap was being filled to some extent by other graduates having some specialization. By 1970, the universities would need a whole year's graduating class for their own staffs, the Institute predicted.

Leo Nadeau of the Canadian Council of Professional Engineers reported that its salary survey would soon be extended to four provinces in the West (instead of covering Ontario and Quebec only), and later to the Maritimes. Seven provincial engineering associations had set up or were setting up interprovincial certification programs for engineering technicians, the Council reported.

Dr. Sheffield, Canadian Universities Foundation, presented a report on admission to university. During the past five years, it stated, Canada's intermediate size universities and colleges have been raising their admission standards, bringing them nearer to those of the larger universities. Required averages now ranged from 60 to 70 per cent at the junior matriculation level, and 55 to 65 per cent at senior matriculation. In at least two cases, students from outside a province required higher averages than those from within the province.

There were insufficient places available in 1962 for qualified applicants wishing to study medicine and dentistry. The report added that this situation had obtained for some time.

T. G. Willis of the Agricultural Institute of Canada, reported the Institute's concern over the short supply of graduates that was developing in agriculture.

Technician Education

Dr. Garnet T. Page, Engineering Institute of Canada, reported on problems of technician education. He referred to the work undertaken by the National Advisory Committee on Technological Education, of which he is the Chairman, and the recommendation it made at its meeting during January (L.G., March, p. 208).

Dr. Page hoped that a meeting of the principals of institutes of technology, as recommended by that Committee, would take place in early June.

During discussion of the report, the point was again brought out that many engineers were doing technicians' work, and that when more graduates from the institutes of technology became available, the engineer supply picture would be changed.

On the question of why graduates of institutes of technology should not be given formal credits toward university, Mr. Nadeau of the Canadian Council of Professional Engineers stated that two different types, not levels, of education were involved.

Why a student should enroll in an institute of technology in preference to a university, when he met the admission standard for

both, was explained to some degree by the limit of financial support some parents could afford, said one delegate. The view was expressed that a technology student should be able to proceed further, with formal credits, if he wanted to.

The high attrition rate in university courses experienced by top-level high school graduates received some criticism. One delegate wanted to know what the universities did with or to all the top-level high school students they demanded.

It was brought out that a "top-flight" graduate from Ryerson Institute of Technology, now received almost the same starting salary as a bachelor of science graduate from a university.

Supply and Demand

Reporting on the current and future labour market for engineers and scientists, Dr. Paul H. Casselman, Chief, Manpower Resources Division, Economics and Research Branch, gave the results of two recent surveys for establishing the supply and projecting possible demand.

The surveys showed that enrolments in science were up, but that those in engineering were down, and that the number of science graduates may surpass that of engineering graduates in the near future. The supply of engineers is already considered inadequate.

On the question of loss through emigration, 1959-61 figures showed that Canada was losing more engineers than it gained from all sources, and the 1962 figures are expected to be similar.

Total engineering enrolment rose from 8,367 in 1950-51 to 14,631 in 1961-62, and total university enrolment from 64,036 to 121,547. During the same period, pure science enrolment increased from 4,049 to 12,215.

Engineering enrolment rose, with some annual fluctuation, from 13.1 per cent of total university enrolment in 1950-51 to 17 per cent in 1957-58, and then dropped to 12.0 per cent of total university enrolment in 1961-62. By contrast, the pure science enrolment was 6.3 per cent of total university enrolment in 1950-51 and, although it also fluctuated somewhat, rose to 10.0 per cent of the total by 1961-62.

The ratio of job vacancies to unplaced applicants of engineers was 39.7 in 1950, reached a high of 576.2 in 1956, and dropped to 116.6 in 1962 (based on 11 months in 1962). There was considerable fluctuation in the intervening years.

A discussion viewpoint presented was that there are many ways of classifying or defining engineers, it was therefore difficult to determine if there really is a shortage of engineers in Canada. Dr. Casselman expressed the view that, if the shortage of engineers in Canada was real, salaries would rise, and there would be less emigration from Canada to the U.S.

Classification of today's engineers was difficult, it was pointed out. There were many in managerial functions, and some engineers were even engaged in accounting in some firms, where their engineering background fitted them to conduct surveys or perform operational analyses. Managerial classes should be included in the statistics, some delegates thought.

Deplores Canada's Lack of Opportunities for Research Workers

Research and development are, from the national standpoint, the key to improved products and increased productivity, and, from the company point of view, "the source of soundness of stature and adequate self-sufficiency," said Carl A. Pollock, President of the Canadian Manufacturers' Association, in an address last month in Toronto to the National Conference of Producers and Consumers.

Mr. Pollock went on to say that Canada, however, was technologically far behind the other industrial nations of the world. "Actually we are faced with a real challenge to catch up with our competitors. We must spend more and ever more on industrial and scientific research, because, in a modern industrial state, the ability of

industry to at least keep abreast of developments in all fields is the only guarantee of progress," he said.

A large part of research expenditures goes into salaries, he said, and he wondered "how we are going to keep in Canada the many young people whose hard-earned and costly qualifications fit them for research employment if there are insufficient opportunities available to them here.

"We Canadians gladly subsidize university undergraduate and postgraduate education, yet incorporate insufficient creative jobs to keep most of these students in Canada," Mr. Pollock said.

Canadian industry is spending millions of dollars on industrial and scientific research each year, and expenditure and in-

vestment in this field are growing "at the remarkable rate of 15 per cent annually," he went on. "And yet the truth of the matter is that we are not spending nearly enough."

Asking where the money for research was to come from, he said that as far as private industry is concerned it must come in the first instance from corporate earnings. "One of the reasons why we have been lagging in the field of research," the CMA President asserted, "is unquestionably because industry's profits declined over

most of the past decade, at a time when rising competition from the newly equipped, industrially profitable nations of Western Europe made it more necessary than ever that our creativity should have been increasing."

He pointed out that the Canadian manufacturer's profit is much smaller than is popularly supposed. "In reality," he said, "the average profit on the sales dollar earned by Canadian companies rarely exceeds 5 cents, and in recent years has frequently been sharply less than this."

The Challenge of Automation

Challenge of automation is to reconcile clash between efficiency of operation and preservation of human values, and time for solution is short. Automation is a promise of benefits for the economy, a source of concern for wage-earners

The challenge of automation, in broad outline, is "to reconcile clash between efficiency of operation and preservation of human values," said Rev. Dennis J. Comey, S.J., in an address to Georgetown University's Conference on Social Ethics and Automation. His paper was published in the February number of *The Lamp*, monthly publication of the Franciscan Friars, Garrison, N.Y.

Automation is both a promise of wondrous benefits for the nation's economy and a source of concern for wage-earners. Father Comey described automation's advantages, listed its disadvantages, and warned labour and management that in facing the challenge, "we have not much time."

In his address he said also, in essence, that:

—Automation is necessary to meet present and future demands placed upon the economy and society.

—Its exploitation by business should not be directed simply to more and faster, continuing profits. Some control may be necessary, but there should be no panic in considering or evolving it.

—Users of automation can point to well-proved production advantages; yet the existence of some concern is evidenced by the demand that "free men be not enslaved to hardware."

—"That appalling 50-per-cent figure applied to the unskilled and semi-skilled, then transferred to the permanently unemployable, must shrink."

—Automating industrialists can soften the impact by "cultivating economic patience." The current mood is that any investment must show prompt dividend.

—Organized labour "has chosen to play the part of a hypercritical observer; its contribution to an easing of anticipated hardship has been negative and of negligible value."

—Unions could make a bold move by foregoing any pay increases, for a limited time, on behalf of unionized workers now earning three dollars an hour or more. A two-year trial could reveal much about the effects of automation.

—A good basic education will be a future requisite for newcomers to the labour force; "an automated future puts a premium on refined skills."

Automation Is a Need

Automation is a need, to achieve economic and social goals. It guarantees a sound return in productivity for every dollar invested in equipment. It spells opportunity to slash operating costs, increase production and productivity, and strengthen purchasing power by making lower prices possible.

There is a suspicion that more and faster "automated" profits has become the sole aim; and there are calls for a safeguard against excesses, a safeguard that in the extreme would amount to total control of the decision-making authority. But "let it be affirmed that the industrialist who looks

to automation as an improved source of production, sales, profits, need not be tabbed an enemy of society . . .

"If a social conscience fails to prompt the industrialist to maintain a regard for people, investors, managers and supervisors, employees and customers, let no moan of anguish rend his peace when legislative remedy is prescribed."

An effort has been made to ease the fear of those who see the threat of vanishing jobs by promising less emphasis on manual strength, safer and cleaner shops, increased worker pride resulting from the prestige of association with a progressive plant, and that automation must create more jobs, increase wages and provide more secure job tenure.

But the forecast of sweetened job satisfaction, living-room working conditions, and the opening of job opportunities "in an uncalendared future" is too vague and too glib, Father Comey continued. The man who works for wages rebels at electronic penury and cries: "Don't forget me."

It oversimplifies the problem to grumble that workers and their unions stubbornly cling to outdated jobs and work practices. While waiting for a "blueprint of answers," he said, we can only "pluck a few proposals out of thin air." And the first is retraining.

If current retraining programs, both government and industry, have had disappointing results, the effort need not be considered wasteful: trial and error can lead to a workable formula.

Perhaps the barrier is psychological. Automation's impact, though headlined by numbers and percentages, is more emphatically individual and personal. Resistance to change is indeliberate. The American worker is victimized by his habits; he is ultra-conservative, a guardian of the status quo, disinclined to risk job security gained through years of service. Relying on an acquired skill and familiarity with job demands, made fearful of a summons to adjust to new conditions, the sturdy husband and father chooses to gamble that his job and wage will outlast the engineer's invention. Given that frame of mind, batteries of tests can reflect a spurious lack of ability, talent, desire.

The "appalling" figure of 50 per cent—the unskilled and semi-skilled—who become unemployed must be reduced, and industry can help by cultivating "economic patience"—by not adhering strictly to the premise that profits must be continuously growing, that any investment must show prompt profit, and by not laying off workers as a quick cost-cutting measure.

"Little wonder that job-hunters scoff at the exhortation to adopt a long-range measurement when employers fix their sights no further than the next payday.

"A social conscience is imperative. If our past guides the future, concern for automation's unemployed will be tightly tailored to the columns of an accountant's ledger."

Possibly a more painful effect of automation is the frustration suffered by young people seeking a first job. "More exacting qualifications are in prospect. An automated future puts a premium on refined skills . . ."

Organized Labour

Organized labour, beyond playing the part of a "hypercritical observer," has done little to solve the problem: "its contribution to an easing of anticipated hardship has been negative and of negligible value." It advances an oversimplified solution in advocating the hiring of more workers, when in fact, fewer are needed.

A shortened work week is prescribed as a remedy for unemployment miseries. "In a more remote day, this proposal would have been dignified as a true share-the-work program: social-minded workers would choose to forego work and wages to minimize the distress of the jobless." The basic concept has been distorted, however—it is now a shorter work week without pay reduction, which proposal increases the hourly rate for those who retain jobs. It can be counted "as sheer folly to assume that employers will jump current wages 10 to 15 per cent and hire new employees at so ballooned a rate."

Father Comey suggests unions and their leaders could startle a worried nation by "one bold move"—a pledge that all unionized workers now earning three dollars or more an hour would forego any wage increases for a limited time. Likening this to the wartime no-strike agreement, he believes that a trial period of two years would be enough to gauge the "economic promise" and measure the personal hardship stemming from automation. He pointed to recent agreements in the U.S. steel and aluminum industries as a "half-step forward" in this direction.

Future workers will need a comprehensive basic education more so than specific skills, he asserted. "Key punching cannot replace ability to analyze a situation, to diagnose a problem." The liberal arts in education should not be discarded, he emphasized.

To cope with automation, "labour and management, waiting and watching for the next move, should be reminded that we have not much time," he concluded.

Industrial Fatalities in Canada during Fourth Quarter of 1962

Deaths from industrial accidents during quarter numbered 246, decrease of 51 from total in previous quarter and of 43 from number in same quarter of 1961

There were 246* industrial fatalities in Canada during the fourth quarter of 1962, according to the latest reports received by the Department of Labour.

During the previous quarter, 297 fatalities were recorded, including 62 in a supplementary list. In the fourth quarter of the previous year, 289 fatalities were recorded.

During the quarter under review, there were three accidents that each resulted in the deaths of three persons. On November 7, three men were killed when two trucks collided near St. Nicholas, 15 miles southwest of Quebec, Que. On November 8, three men died of asphyxiation in a refinery tower at Port Credit, Ont., while unloading drums of catalyst pellets. On December 26, three men died of exposure in freezing temperature after the Newfoundland coastal schooner *Mary Westcombe*, which had departed from Fortune, Nfld., ran aground at Cape Coupe at the southern tip of Little Miquelon Island.

Grouping by Industries

The largest number of fatalities, 44 each, occurred in the construction and manufacturing industries.

In the construction industry, 11 of the 44 fatalities were in buildings and structures, 13 in highways and bridges, and 20 in miscellaneous construction. For the same period of the previous year, 67 fatalities were recorded: 22 in buildings and structures, 16 in highways and bridges and 29 in miscellaneous construction. During 1962's third quarter, 58 construction fatalities were listed: 28 in buildings and structures, 22 in highways and bridges and 8 in miscellaneous construction.

Of the 44 fatalities in the manufacturing industry, 16 were in wood products; 7 in iron and steel products; 4 in transportation equipment; 3 each in food and beverages, paper products and petroleum products; 2 each in textile products, non-metallic mineral products and chemical products; and 1 each in rubber products and printing products. During the same period of the previous year, 42 fatalities were recorded: 12 were in wood products; 5 each in food and beverages, iron and steel products, and transportation equip-

ment products; 4 in paper products; 3 each in non-metallic mineral and chemical products; 2 in non-ferrous products; and 1 each in tobacco products, textile products and printing products. Accidents in manufacturing during the third quarter of 1962 resulted in 54 deaths: 19 in iron and steel products; 9 in paper products; 5 each in food and beverages, wood products and transportation equipment products; 4 in non-metallic mineral products; 3 in chemical products; and 2 each in non-ferrous and electrical apparatus products.

The 34 fatalities that were recorded during the fourth quarter in the transportation, storage and communication industry were distributed as follows: 18 in local and highway transportation; 8 in water transportation; 6 in railway transportation; and 1 each in storage and miscellaneous transportation. Fatalities recorded in this industry for the same period in 1961 numbered 40, of which 15 were in railway transportation; 11 in local and highway transportation; 8 in water transportation; 3 in air transportation; 2 in storage; and 1 in telegraphs and telephones. During 1962's third quarter, 42 persons were killed in this industry; 23 in local and highway transportation; 10 in air transportation; 6 in railway transportation; and 3 in water transportation.

The number of fatalities recorded in logging during the quarter was 29, an increase of 1 from the 28 listed during the fourth quarter of 1961, and of 7 from the 22 listed during the third quarter of 1962.

Twenty-six fatalities were recorded in the mining industry: 15 in metal mining, 10 in non-metallic mineral mining and 1 in coal mining. During 1961's fourth quarter, 34 fatalities occurred: 21 in metal mining, 8 in non-metallic mineral mining and 5 in coal mining. Forty fatalities were listed for the third quarter of 1962: 26 in metal mining and 7 each in non-metallic mineral mining and coal mining.

Grouping by Causes

An analysis of the 246 fatalities during the fourth quarter of 1962 shows that 76 (31 per cent) were the result of being "struck by" different objects: 57 of these were in the category "other objects", 10 were caused by "moving vehicles" and 9

* See Tables H-1 and H-2 at back of book.

The industrial fatalities recorded in these quarterly articles, prepared by the Collective Bargaining Section of the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in industries covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

were the result of being struck by "tools, machinery, cranes, etc."

Fifty-five fatalities were under the heading "collisions, derailments, wrecks, etc."; 41 of them involved automobiles and trucks, 8 involved tractors and loadmobiles, 4 involved railways and 1 each involved water craft and miscellaneous agencies.

Forty-four fatalities were caused by "falls and slips"; all but two were the result of falls from different levels.

Twenty-nine fatalities were the result of being "caught in, on or between". Of these, 9 involved tractors and loadmobiles; 5 each involved machinery and hoisting or conveying apparatus; 4 involved automobiles and trucks; 3 involved belts, pulleys, chains, lines, etc.; 2 involved trains or other railway vehicles; and 1 involved miscellaneous agencies.

The remaining 42 fatalities were distributed among other causes as follows: 13 were caused by "conflagrations, temperature extremes and explosions"; 11 were the result of "inhalations, absorptions, asphyxiations and industrial diseases"; 9 were caused by "electric current"; 3 by overexertion; 2 were the result of being "struck against or stepping on objects"; and 4 were under the heading, "miscellaneous accidents".

By Province and Month

By province of occurrence, the largest number of fatalities 86, was in Ontario. In British Columbia there were 42, in Quebec, 29 and in Alberta, 27.

During the quarter under review, there were 97 fatalities in October, 77 in November and 72 in December.

Advises Builders to Look to Home Improvement Market in Winter

More than 55 per cent of all occupied dwellings in Canada were more than 15 years old, and will be requiring a continuing program of maintenance, repair and improvement, said Dr. W. R. Dymond, Assistant Deputy Minister of Labour, in an address last month to the Home Builders' Association of Greater Ottawa.

Experts estimate that the home improvement market, which currently exceeds half a billion dollars, could reach an annual potential of one billion dollars. This amounts to more than one third of the total estimated expenditure on new dwellings, he added.

"The experience of those who have been successful in the home improvement market indicates that it is an ideal winter operation. Winter is the time when house building tends to slacken off. As employers, you are no doubt interested in keeping your key staff intact during the winter months. In addition, you would probably welcome a new winter market that would enable you to more

evenly amortize your capital and other costs over a 12-month period," Dr. Dymond said.

He gave examples of the ways in which building supply dealers had exploited the advantages of getting home improvement work done during the winter months, with profit to themselves and to the benefit of customers and of building construction tradesmen, who were thus kept at work instead of being laid off during the wintertime.

Builders, either individually or collectively, should make sure that the public was informed of "the many advantages of home improvement."

He went on to say that although he emphasized the possibilities of home improvement during the winter months, he did not want to minimize the importance, both to himself and his employees, of a builder's main activity of house building in the wintertime.

Rehabilitation Institute of Montreal

Official opening held on March 9. Institute began in 1950 with staff of four, including present Assistant Co-ordinator, Civilian Rehabilitation. Halifax opens clinic for hard of hearing. Ottawa hospital employs 20 disabled persons

The Rehabilitation Institute of Montreal officially opened its new building on March 9. Hon. George Marler, leader of the Quebec Legislative Council, representing Premier Lesage, unveiled a bronze plaque commemorating the event.

Mr. Marler described the new \$3,500,000 hospital as a "modern success story." This story began in 1950 when the Institute opened its doors in small quarters. Dr. Gustave Gingras, Executive Director, had a staff of four persons, which included Noel Meilleur, now Assistant Co-ordinator, Civilian Rehabilitation; and Réal Rouleau, now Assistant Director, Unemployment Assistance, Department of National Health and Welfare.

It soon had to move to somewhat larger quarters and later, in September 1952, moved to the Montreal Convalescent Hospital, where it continued to operate until its new, up-to-date hospital building was ready for occupancy in February 1962.

Today the Institute has a staff of 167 and is equipped to provide a variety of rehabilitation services to both children and adults. During the 12 years since its inception more than 10,000 persons have been served and the Institute has gained recognition as a leader in its field, not only in Canada but throughout the world.

Dr. Gingras is a consultant to the United Nations Technical Assistance Administration.

The Institute has provided training in physical medicine to 22 doctors, 13 from Canada and the others from Venezuela, Israel, Turkey, Greece and Spain.

New Clinic in the Maritimes

A New Hard of Hearing and Speech Assessment Clinic, the only one of its kind in the Maritimes, opened on January 7, 1963 in Halifax. The major goal of the clinic will be to try to diagnose hearing problems at as early an age as possible and enroll small children in the Halifax Preschool Class for deaf children.

The Clinic will provide diagnostic services, treatment and counselling for both children and adults. Hearing aids will be supplied when required along with instruction and training in their use.

Dr. Arthur C. Shane is Medical Director and Otologist; Dr. Helen M. Hunter, Paediatrician; and Dr. Adam J. Sortini the

Audiologist, Speech Pathologist and Administrator.

Ottawa Hospital Employs Handicapped

The January issue of *The Link*, a news bulletin from St. Vincent Hospital in Ottawa, reports on the employment of disabled persons in that institution. It says:

"St. Vincent hospital has, in recent years, become increasingly interested in the field of rehabilitation. It has developed new concepts and philosophy in relation to its responsibility to the person with a handicap. Emphasis is placed on the fact that employability depends on a worker's ability and not his disability. This hospital looks at the man's residual capabilities and judges him on these alone. If his capacities fit the minimum physical requirements to perform the job to the required standard, his disabilities are not important.

"No special jobs are created for the disabled worker. The openings are filled by selective placement after a careful matching of the requirements of the hospital and the conditions of the work with the needs, circumstances and capacities of the individual.

"In this institution, there are not less than 20 known disabled employees. Barriers of age and attitudes toward certain disabilities do not exist. They include amputees, blind persons, a deaf-mute, an ex-tubercular patient and people with hand or leg deformities of one kind or another. We also find those who suffer from back and spine injuries, multiple sclerosis, epilepsy, poliomyelitis, nervousness, cardiovascular disorders and some with limited mobility.

"Handicapped persons are actually carrying out with great satisfaction the following occupations: Social Work director, sub-contract supervisor, receptionist, dishwasher, laundryhand, refectory waitress, orderlies, kitchen help, elevator attendants, etc.

"The employment of the physically handicapped in suitable jobs is not an act of charity. The disabled persons have been found to work effectively, are usually very conscientious and tend to care far more for their job than those who can seek work readily anywhere.

"The return to suitable employment is part and parcel of rehabilitation. The authorities of St. Vincent have a responsibility to employ people with a handicap..."

Services for Older Workers

An article in the spring issue of "Rehabilitation in Canada" describes action taken by Department of Labour and by National Employment Service to discourage age discrimination in hiring, promotion and retention of Canada's older workers

The social and economic problem of the older worker, although only one of the many problems of aging, is perhaps, one of the most complex and difficult of solution. The difficulties of older workers reach down to those in their forties and fifties and sometimes younger.

Vigorous action has been taken in Canada for many years to reduce age discrimination in employment. The Canadian Department of Labour and the National Employment Service—through its vast network of local offices—each play a distinctive role in the measures taken. The activities of one complement the other so that combined they represent a powerful force working steadily on behalf of older workers. In addition, the Canadian Government's Interdepartmental Committee on Older Workers with representation from the NES, the Labour Department, the Departments of National Health and Welfare and Veterans Affairs, and the Civil Service Commission, acts in an advisory capacity.

The Department of Labour, through its Division on Older Workers, carries on a continuing educational program designed to encourage a more favourable employment climate for older workers and to discourage age discrimination. The division also co-ordinates departmental activities in the field, stimulates research and studies and watches developments in other countries. In addition, it accumulates and disseminates factual information on matters related directly or indirectly to older workers, answers enquiries, establishes liaison with national and provincial organizations, and generally serves as a central source of information in this field.

Substantial reduction of age-discriminatory practices and the removal of arbitrary age barriers in hiring, promotion and retention of workers, however, can be brought about only by co-operative action at the community level. To achieve such action requires the interest and co-operation of government agencies, employer and worker organizations and welfare and voluntary associations.

It is primarily at the community level, through its local offices, that the National Employment Service gives valuable service to older workers. The local offices are regularly helping older employment applicants to secure suitable employment or, in

some cases, training, to improve their chances of becoming re-employed. In their daily contacts with employers the officers try to persuade them to remove unnecessary age limits in hiring.

The work of local employment officers on behalf of older workers has been helped by the wide distribution of a booklet, *How Old is Old?*, published by the Head Office of the NES in Ottawa. The record of placements of older workers in recent years indicates that progress is being made in overcoming employer reluctance to hire workers past 40 years of age.

The Special Services Division of the NES, with some 350 Special Services Officers across the country, offers special interviewing and counselling. These special services are available to employment applicants with physical handicaps and for young people as well as for those whose primary difficulty is advancing age. Counselling services include an appraisal of the applicant's capabilities, assessment of his employment possibilities, aptitude tests when necessary, and understanding advice designed to raise the applicant's self-confidence and morale.

Older applicants for employment are normally processed through the general placement services and placed in employment whenever possible. They are referred to Special Services when they present a special problem of placement. Frequently such services result in an applicant's being referred to a suitable job opening for which he is considered qualified; sometimes to the provincial rehabilitation co-ordinator's office or other agency for special services in connection with a physical, social or psychological handicap. In some cases, older persons who have been unemployed for long periods have had their morale and self-confidence raised by good counselling to such an extent that they have gone out and found employment for themselves.

Results can be achieved only with the co-operation of employers. It is therefore in the interests of employers to list their job vacancies with the National Employment Service to ensure for themselves a wider selection of applicants. At the same time, job-seekers can help by co-operating fully with the NES and searching diligently on their own to find a job.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a)..... (000)	March	6,512	+ 0.2	+ 0.9
Employed..... (000)	March	5,963	+ 0.2	+ 1.2
Agriculture..... (000)	March	556	+ 4.5	- 3.6
Non-agriculture..... (000)	March	5,407	- 0.2	+ 1.7
Paid workers..... (000)	March	4,916	- 0.5	+ 2.2
At work 35 hours or more..... (000)	March	5,079	- 0.5	+ 1.0
At work less than 35 hours..... (000)	March	692	+ 1.3	+ 3.1
Employed but not at work..... (000)	March	192	+ 16.4	- 1.0
Unemployed..... (000)	March	549	+ 0.7	- 2.0
Atlantic..... (000)	March	89	+ 2.3	- 8.3
Quebec..... (000)	March	201	+ 0.5	+ 2.0
Ontario..... (000)	March	138	+ 2.2	- 7.4
Prairie..... (000)	March	70	- 1.4	- 1.4
Pacific..... (000)	March	51	- 1.9	+ 10.9
Without work and seeking work..... (000)	March	511	- 0.2	- 3.2
On temporary layoff up to 30 days..... (000)	March	38	+ 15.2	+ 18.8
Industrial employment (1949=100).....	January	117.8	- 2.0	+ 2.3
Manufacturing employment (1949=100).....	January	111.6	+ 0.6	+ 2.9
Immigration.....	Year 1962	74,586	—	+ 4.0
Destined to the labour force.....	Year 1962	36,748	—	+ 5.6
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	March	32	- 13.5	- 30.4
No. of workers involved.....	March	5,207	- 25.6	- 58.1
Duration in man days.....	March	34,080	- 54.7	- 76.3
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.)....	January	\$81.87	+ 4.4	+ 3.3
Average hourly earnings (mfg.).....	January	\$ 1.92	- 1.0	+ 3.2
Average hours worked per week (mfg.).....	January	40.7	+ 9.1	+ 0.2
Average weekly wages (mfg.).....	January	\$78.21	+ 8.1	+ 3.6
Consumer price index (1949=100).....	March	132.1	0.0	+ 1.9
Index numbers of weekly wages in 1949 dollars (1949=100).....	January	141.9	+ 8.1	+ 1.9
Total labour income..... \$000,000.	January	1,701	+ 0.5	+ 7.5
<i>Industrial Production</i>				
Total (average 1949=100).....	February	190.6	+ 4.2	+ 4.4
Manufacturing.....	February	166.3	+ 4.7	+ 4.6
Durables.....	February	170.8	+ 4.6	+ 8.2
Non-durables.....	February	162.5	+ 4.8	+ 1.6

(a) Distribution of these figures between male and female workers can be obtained from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics. These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the labour force characteristics of the civilian non-institutional population of working age. (More than 35,000 households chosen by area sampling methods in approximately 170 different areas in Canada are visited each month.) The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that was employed or unemployed during the survey week.

EMPLOYMENT REVIEW

Manpower Situation, First Quarter, 1963

In the first quarter of 1963, there were no clear signs of either a new economic surge or significant weakness. As in the previous quarter, many of the business indicators moved sideways. Gains that were registered were generally moderate, although there were some notable exceptions.

Showing a decided improvement from earlier months were non-farm employment and labour income. The index of industrial production remained unchanged between December and January, continuing on the plateau that has been evident since last August. Non-farm employment, seasonally adjusted, increased by a little better than 1 per cent between last year's fourth and this year's first quarter, after showing practically no change for several months.

Employment in non-farm industries fell less than seasonally during the first quarter of 1963, mainly reflecting renewed strengthening in manufacturing and construction. Forestry, which had been a source of weakness earlier this winter, showed no signs of improvement. At last report, forestry was experiencing the usual seasonal lull associated with the spring break-up. In the service-producing industries, employment developments in recent months have been generally in line with seasonal patterns.

The improvement in manufacturing during recent months stemmed mainly from further strengthening in the durable goods division. Of some significance was the continuation of the upward trend in employment in motor vehicle accessories and parts plants, which, like assembly plants, were providing more employment than at any time in the past six years. Among the recent developments that have led to increased employment in parts plants was the decision by General Motors to manufacture automatic transmissions in Canada. In addition, there has been a substantial increase in exports of components. For the full year 1962, exports of automobiles and parts were about one fifth higher than the year before.

Noteworthy also was the continuation of the upward trend in employment in the shipbuilding and electrical apparatus and supplies industries. The improvement in the

former was probably influenced by the fact that shipbuilding subsidies were scheduled to be lowered after March 31, resulting in a speed-up in activity before that date. Telecommunications equipment continued to set the pace in the electrical goods industry, but there was also a further improvement in heavy electrical machinery.

In other durable goods industries, employment appears to have remained fairly stable between the fourth and first quarters. The only noticeable improvement was in sheetmetal products and in heating and cooking apparatus. Although employment in the primary iron and steel industry remained unchanged, production continued to rise. In the first quarter of 1963, production of steel ingots was 13 per cent higher than in the corresponding period last year.

As in the previous quarter, there was little or no change in the non-durable goods component. There was some further improvement in rubber goods, however, reflecting an upturn in tire production resulting from the very large sales of new motor vehicles. In textiles and clothing, employment has been practically unchanged since the middle of last year, apart from seasonal factors.

The upturn in construction employment that has become apparent since the turn of the year does not appear to have been confined to any particular sector. During the last half of 1962, construction employment showed a noticeable decline partly because of an easing in housebuilding.

The service-producing industries have been experiencing a relatively slow rate of growth since the middle of last year. As a result, new job opportunities for women have tended to slacken off during this period. Employment for men, on the other hand, has continued strong, reflecting the improvement in the goods-producing industries. In March 1963, male employment was 58,000 higher than the year before, but employment of women was only marginally higher.

In the first quarter of 1963, average employment was 292,000, or 5.2 per cent, higher than in the corresponding period two years ago, the quarter that preceded

This review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

the current business upturn. About two thirds of this advance took place in the first year of the recovery. Employment increases over this two-year period were largest in service (112,000), manufacturing (90,000), and construction (59,000). Manufacturing and construction were considerably more expansive than in the previous business upswing. And the present upswing does not as yet appear to have run its course, whereas the 1957-58 upswing lasted just under two years.

The growth in service employment has slowed down considerably during the past year. Compared with the first quarter of 1962, employment in the service-producing industries showed an increase of about 55,000; over the previous year, the advance amounted to 184,000.

Unemployment—In the last year, the trend of unemployment has remained fairly

stable. The seasonally adjusted unemployment rate in March 1963 was 5.7 per cent, compared with 5.9 per cent a year earlier. Except for a temporary increase in July last year, when a record number of students entered the labour market looking for summer jobs, the unemployment rate has shown virtually no change. The January 1961 unemployment rate of 7.8 per cent changed little until the second half of that year. From July to November 1961, the seasonally adjusted unemployment rate decreased sharply but since then has shown very little change, apart from seasonal movements.

In March 1963, the unemployment total stood at 549,000, a drop of 11,000 over the year. Of the unemployed in March, 485,000 were men; 285,000 were married men.

Regional Manpower Situation

ATLANTIC

The employment picture in the Atlantic region brightened somewhat during the opening quarter of this year. Total employment, seasonally adjusted, averaged markedly higher than in the fourth quarter of 1962. In each of the three previous quarters it had shown little or no change, aside from seasonal variations.

Manufacturing and the service-producing industries have been more active since the turn of the year, but there has been no apparent improvement in forestry and construction, both of which were hampered during the past winter by severe weather conditions in all parts of the region.

In the first quarter of 1963 non-farm employment averaged 31,000 (7 per cent) higher than in the corresponding period last year. Farm employment was 17,000 lower, about the same year-to-year margin as in the previous quarter. The reason for the drop in farm employment is still not clear. At no time in the previous 10 years has it shown a significant decrease.

Employment in the Atlantic region has increased considerably since the recovery got under way two years ago. In the first quarter of this year the number employed averaged 498,000, compared with 467,000 during the same period in 1961. This represents an advance of 6.6 per cent.

Among the major industrial divisions, employment developments during the past two years have been mixed. Manufacturing made a strong recovery, which, together with moderate gains in the service-producing

industries, more than made up for losses in agriculture and forestry.

Over the past two years, manufacturing employment increased by 7.5 per cent. The durable goods component showed the most marked improvement, with transportation equipment dominating the advance. Aided by government subsidies, employment in the shipbuilding industry increased by 25 per cent during the past two years. Activity in this industry showed signs of faltering during the last half of 1962 but picked up again in recent months following a rebound in orders.

The devaluation of the Canadian dollar together with long-term government financing of exports of capital goods has helped considerably in boosting employment in the iron and steel industry. In January of this year, the steel industry in Sydney secured a \$26 million order from the Mexican Government for steel rails. With smaller orders from India and the CNR, employment in this sector of manufacturing can be expected to continue strong for some months. The latest figures show that the Sydney steel industry was operating at close to 90 per cent of capacity.

The railway rolling stock industry was quite busy during the last half of 1962. In recent months, however, activity in this industry was being curtailed again owing to a shortage of orders.

Employment in non-durable goods industries expanded moderately during the past two years; food and beverages and

paper products shared about equally in the advance. During the quarter under review, production was sharply curtailed in a number of pulp and paper mills in the region as a result of the New York newspaper strike. There was no evidence, however, of large-scale layoffs in the pulp and paper industry.

Construction employment, seasonally adjusted, rose rapidly during the second and third quarters of 1961, and edged down somewhat thereafter. The over-all construction program this year is expected to continue at a relatively lower level. The Investment Survey indicates a 7-per-cent drop in capital spending over the year.

The mining industry improved noticeably during the past year, mainly as a result of continued strengthening in metal mining. Employment in fuels and metal mining was slightly higher than a year ago. In January of this year, employment in mining was 17 per cent higher than a year earlier. Coal

production has been maintained at an unusually high level during recent months. In the first two months of this year, output was about one third higher than in the corresponding period last year.

Service employment rose moderately during the past two years, the main strengthening taking place in government and personal service. Employment in trade and transportation remained almost unchanged over the last two years.

Unemployment in the first quarter of 1963 averaged 88,000, which represented 15.0 per cent of the labour force. This compares with an unemployment rate of 15.9 per cent in the first quarter of 1962 and 17.0 per cent in the first quarter of 1961.

In March, the classification of the 21 labour market areas in the region was the same as in March 1962: in substantial surplus, 19; in moderate surplus, 2.

QUEBEC

Employment in the Quebec region declined less than usual during the first quarter of 1963 so that on a seasonally adjusted basis it was substantially higher than in the fourth quarter of 1962. All of the major industrial divisions except agriculture and forestry shared in the employment strengthening during the quarter. In the last three quarters of 1962, employment showed little change aside from seasonal variations.

Since the business cycle trough in the first quarter of 1961, total employment has risen by approximately 100,000, or 6.1 per cent. In the first quarter of 1963 the estimated number employed averaged 1,631,000, which compares with 1,533,000 during the corresponding period in 1961. Manufacturing and the service-producing industries accounted for much of the advance. Smaller gains occurred in construction and mining. Logging and farm employment declined during this period.

Manufacturing employment increased by about 4 per cent during the past two years. Much of the improvement took place in the last half of 1961. During the past year or more, manufacturing employment has increased relatively slowly, and in individual industries the trends have been mixed. Among those that showed continuing strength were electrical apparatus and iron and steel industries. Aircraft and railway rolling stock industries experienced employment declines.

The most marked improvement in manufacturing over the past two years occurred in shipbuilding, in which employment in recent months has been running about one

third higher than two years ago. But the aircraft and parts industry registered an equally large decrease over the same period. In the railroad and rolling stock industry, employment edged up during 1961 and the early part of 1962 and declined thereafter.

As indicated earlier, the iron and steel and electrical apparatus industries showed increasing signs of vigor during the past year. In both of these industries an upward trend in employment was apparent from the early part of 1961 through the third quarter of 1962. Since then employment has tended to level off in both industries. Exports, particularly of industrial machinery, played a prominent role in the improvement in the iron and steel industry.

Industries which typically are sensitive to strong foreign competition benefited substantially during the past year as a result of the devaluation of the Canadian dollar and the surcharges on imports. The textile, rubber and clothing industries are among those which gained a larger share of the market as a result of these measures.

Employment in the construction industry strengthened noticeably during the fourth quarter of 1962 and the first quarter of 1963 after weakening last summer. In January of this year, construction employment was 4.8 per cent higher than a year earlier. The improvement appears to have been largely in housebuilding. With a large carry-over from last year of houses under construction and a rising trend in housing starts, house construction can be expected to increase in coming months.

The number employed in forestry operations declined somewhat more than season-

ally over the quarter. This industry has been a persistent source of weakness, registering decreases each year during the current upturn. Mining employment held firm during the first quarter of this year and was considerably higher than the year before.

The service industries continued to be a strong expansive force until the middle of last year, at which time the rate of growth began to decline. Over the past two years, the largest employment gains in this group occurred in hotels and restaurants and

laundries and cleaning plants. The smallest advance was in transportation.

In the opening quarter of 1963 unemployment averaged 198,000, or 10.7 per cent of the labour force. The unemployment rate was unchanged from a year ago but substantially lower than in the first quarter of 1961, when it was 14.5 per cent.

In March, the classification of the 24 labour market areas in the region was as follows (last year's figures in brackets): in moderate surplus, 1 (5); in substantial surplus, 23 (19).

ONTARIO

In Ontario, economic activity continued to rise (apart from seasonal changes) during recent months, but as in the two previous quarters the pace of advance was slower than in the earlier stages of the recovery. Since the upturn got under way two years ago, total employment has increased by just under 100,000, or about 4.6 per cent. About three quarters of this advance took place in the first five quarters after the business cycle trough.

From the fourth quarter of 1962 to the first quarter of 1963 total employment in this region declined by approximately 70,000, a smaller-than-average decrease for the time of year. Farm employment held up better than usual this winter. At the same time, certain non-farm industries, notably construction, registered smaller-than-seasonal decreases.

Manufacturing continued to be an important source of strength during the first quarter of this year, with both durable and non-durable components showing further improvement. Employment developments in the service-producing industries were about in line with seasonal patterns; these industries have experienced little or no growth since the middle of last year. Mining employment showed little change from the relatively low level which was reached in the closing quarter of 1962. Forestry registered a larger-than-seasonal decrease.

Manufacturing employment continued to advance, and by February of this year was almost 10 per cent above the cyclical low point reached two years ago. Among the industries which showed further strengthening during recent months were rubber products, iron and steel, motor vehicles, and electrical apparatus.

The motor vehicle industry has been particularly busy during recent months, responding to a steady upward trend in sales. In the first two months of 1963, sales of new passenger cars were running about 15 per cent higher than in the corresponding

period in 1962. The automotive parts industry appears to have benefited from recent provisions aimed at increasing exports of Canadian components. Employment in the motor vehicle parts and accessories industry has risen dramatically during the past year. In January, the index stood at 125.3, which represents an advance of 18 per cent over the year and 25 per cent over two years ago, the low point of the last recession. Employment in motor vehicle assembly plants increased by 11 per cent over the year and 15 per cent over two years ago.

Employment in the iron and steel division has shown further improvement since the turn of the year. Ingot production rose steadily as a result of increased shipments of steel shapes to the automotive, agricultural implement, machinery and stamping industries. Primary iron and steel production facilities have increased substantially during the current business upswing, reducing the dependency on imports for certain types of rolled products. Employment in the primary iron and steel industry increased sharply during 1961, but the rate of advance has slowed down considerably since then. In the two years since the business cycle trough, employment in this industry advanced by 15 per cent, which more than made up for the earlier decline. For the iron and steel division as a whole, employment increased during the past two years by 12 per cent.

The electrical apparatus industry has shown continued expansion so far this year; heavy electrical machinery and telecommunications equipment shared in the improvement. During the past two years, employment in this industry has expanded by some 22 per cent.

Sawmilling and non-ferrous metal products registered seasonal employment declines during the first quarter of this year. The non-ferrous metals industry has shown little change in recent months after experiencing a substantial decline during the closing quarter of last year after a cutback in

nickel production which, in turn, brought about a decline in smelting and refining operations. This was the only part of manufacturing in which employment was significantly lower than a year ago. In January, total employment in the non-ferrous metals industry was 2.5 per cent lower than a year earlier.

In the non-durable goods industries, employment in the first quarter of 1963 showed little change over the quarter before, aside from seasonal movements. In the two years since the recovery got under way, rubber products has shown the largest increase, followed by textiles and leather goods. Industries showing the smallest employment gains were foods and paper products.

Construction employment, seasonally adjusted, increased slightly during the past two quarters but was still only about 3 per cent higher than two years ago. Activity in residential construction showed signs of firming in the first quarter of 1963 after declining for several months. Non-residential construction showed renewed strength, mainly as a result of increased activity in industrial and engineering construction. The commercial sector was a continuing source of weakness.

PRAIRIE

In the Prairie region, employment declined during the first quarter of 1963 by a somewhat larger amount than is customary for the time of year. This was the second consecutive quarter in which employment in the region showed a greater-than-seasonal decrease. The slowdown can be traced mainly to a downturn in housebuilding activity; the decline in mining, mainly metal mining, was less important. In other major industries, employment changes were about in line with seasonal patterns.

In the first quarter of 1963, employment was estimated to average 1,096,000, an increase of 28,000, or 2.6 per cent, over the first quarter of 1961, the quarter that preceded the business upturn. The increase in employment over this two-year period was considerably less than the national average, which amounted to 5.2 per cent.

Even with some slowing down during the past few months, construction activity continued at a fairly high level in the first quarter of 1963. Construction employment in January was about the same as a year ago and some 7 per cent higher than in January 1961. During the past year, commercial and institutional building showed continuing strength, but housebuilding and industrial and engineering construction appear to have weakened. On the whole, the outlook for this industry appears to be

The service-producing industries have contributed little toward the employment expansion since the middle of last year, although earlier in the recovery they chalked up sizable gains. Finance, insurance, real estate, community, business and personal services expanded noticeably during 1961 and the first half of 1962. Employment in wholesale and retail trade increased slowly during the past two years despite the fact that there has been a substantial increase in the number of new shopping centres and discount stores. This perhaps is indicative of the trend toward self-service.

Unemployment in Ontario increased seasonally between the fourth quarter of 1962 and the first quarter of 1963. Averaging 134,000, or 5.6 per cent of the labour force, it was substantially lower than a year ago. In the first quarter of 1962 the unemployment rate was 6.5 per cent; in 1961 it was 8.4 per cent.

In March, the classification of the 34 labour market areas in the region (last year's figures in brackets) was as follows: in balance, 2 (0); in moderate surplus, 20 (23); in substantial surplus, 12 (11).

fairly bright. According to the Investment Survey conducted at year-end, capital spending intentions for the current year show a projected rise of 4 per cent over that which was realized last year. Pipeline construction is expected to provide considerably more strength than in 1962.

Manufacturing has experienced a relatively slow rate of growth over the past two years, the over-all gain being somewhat smaller than in construction. Significant advances in the clothing, iron and steel and wood products industries more than offset small declines in food and beverages and petrochemicals. During the quarter under review, employment increased slightly in clothing, iron and steel and chemical products.

Farm employment declined seasonally during the first quarter of this year. There was also a drop in mining employment which can be attributed to a combination of factors. For one thing, construction activities associated with the nickel mine in Manitoba and the potash mining development in Saskatchewan were curtailed during the first quarter. At the same time there was an easing in oil and gas exploration which was probably influenced by the increasing use of British Columbia crude as a result of the new pipeline to the west coast.

Employment in the transportation, storage and trade industries showed little change during the current upswing. In most other parts of the service-producing industry, employment showed moderate gains, the largest advance being in the service industry proper.

Unemployment in the Prairie region registered a somewhat larger-than-seasonal increase during the first quarter of 1963.

PACIFIC

Employment in the Pacific region increased substantially during the first quarter of 1963, after adjusting for seasonal factors. This increase over the closing quarter of 1962 was the first sizable advance since last spring. The main strengthening was in manufacturing, forestry and the service-producing industries.

Estimated employment in the first three months of 1963 averaged 542,000. This represents a gain of 41,000, or 8.2 per cent, over the cyclical low point, reached two years before. All of the advance was in non-farm industries. Farm employment declined slightly over this period.

Manufacturing has played a prominent role during the recovery. Since the trough in the first quarter of 1961, manufacturing employment has risen by approximately 9 per cent. Much of the improvement was in saw and planing mills, which account for approximately 40 per cent of total employment and 30 per cent of commodity output in the region. This industry group accounted for much of the decrease in employment during the earlier recession. Increased markets for low-grade lumber in the United States and Japan aided considerably in the recovery of this industry. Sawmill employment has shown a 12-per-cent increase over the past two years.

The pulp and paper industry has been very active during recent months and, like sawmilling, figured prominently in the upturn in manufacturing employment during the past two years.

The most striking employment advance during the current business upturn was in shipbuilding. Increasing by 30 per cent over the past two years, this industry is still

Averaging 71,000, the unemployment estimate represented 6.5 per cent of the labour force. This was unchanged from a year ago but somewhat lower than the 7.2 per cent in the first quarter of 1961. At the end of March 1963, the classification of the 19 labour market areas in the region was as follows (last year's figures in brackets): in moderate surplus, 9 (10); in substantial surplus, 10 (9).

showing signs of improvement in the first quarter of 1963.

Employment in the food processing industry declined seasonally during the first quarter, remaining somewhat higher than 1962.

Conditions in the forestry industry improved, both over the quarter and over the previous year. Mining employment was maintained at a high level, gaining considerable support from shipments of iron ore and concentrates to Japan. In January, mining employment was 5 per cent higher than the year before and 24 per cent higher than in January 1961, the improvement being almost entirely in metal mining. Activity in the construction industry declined seasonally from 1962's fourth to 1963's first quarter, remaining at virtually the same level as a year ago.

With economic conditions in the Pacific region continuing strong, employment in the service-producing industries held firm. The service industry proper has expanded considerably during the past two years; more moderate gains occurred in trade, finance and transportation. Activity in the communications industry declined.

During the first quarter, unemployment averaged 54,000, or 9.0 per cent of the labour force, practically unchanged from the figure a year ago but substantially lower than that in the first quarter of 1961, at which time the number unemployed averaged 76,000, or 13.2 per cent of the labour force.

In March, the 12 labour market areas in the region were classified as follows (last year's figures in brackets): in balance, 1 (1); in moderate surplus, 5 (4); in substantial surplus, 6 (7).

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	March 1963	March 1962	March 1963	March 1962	March 1963	March 1962	March 1963	March 1962
Metropolitan.....	9	7	3	5	.....	.....	.....	.....
Major Industrial.....	15	17	11	9	.....	.....	.....	.....
Major Agricultural.....	7	6	7	8	.....	.....	.....	.....
Minor.....	39	35	16	22	3	1	.....	.....
Total.....	70	65	37	44	3	1	.....	.....

CLASSIFICATION OF LABOUR MARKET AREAS—MARCH

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Calgary Edmonton Montreal OTTAWA-HULL ← Quebec-Levis St. John's Vancouver- New Westminster Windsor Winnipeg	Halifax Hamilton Toronto		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	Corner Brook Cornwall Fort William Fort Arthur Farnham-Granby Joliette Lac St. Jean Moncton New Glasgow Niagara Peninsula Peterborough Rouyn-Val d'Or Shawinigan Sherbrooke Sydney Trois Rivières	Brantford Guelph Kingston Kitchener London Oshawa Saint John Sarnia Sudbury Timmins- Kirkland Lake Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)	Charlottetown Lethbridge Prince Albert RED DEER ← Riviere du Loup Thetford-Lac Megantic- Ville St. Georges Yorkton	Barrie Brandon Chatham Moose Jaw North Battleford Regina → SASKATOON		
MINOR AREAS (labour force 10,000 to 25,000)	Bathurst Beauharnois Bracebridge Bridgewater Campbellton Cranbrook Dauphin DAWSON CREEK ← Drummondville Edmundston Fredericton Gaspé Grand Falls Kentville Lachute-St. Therese Lindsay Montmagny Newcastle NORTH BAY ← Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince George-Quesnel Prince Rupert Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Jean St. Stephen Sault Ste. Marie Simcoe Sorel Summerside Truro Valleyfield Victoriaville Woodstock, N.B. Yarmouth	→ CHILLIWACK → MEDICINE HAT Belleville-Trenton Brampton Central Vancouver Island Drumheller Galt Goderich Kamloops Listowel St. Hyacinthe St. Thomas Swift Current Trail-Nelson Walkerton Weyburn	→ Kitimat Stratford → WOODSTOCK- TILLSONBURG	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 215, March issue.

COLLECTIVE BARGAINING REVIEW

Collective Bargaining, First Quarter, 1963

During the first quarter of the year, 42 major collective agreements covering approximately 59,000 workers were signed. Among them were contracts in such sectors as chemicals and allied products, aircraft, sheetmetal products manufacturing, logging and other industries. Other settlements during the quarter involved municipal governments, hospitals and telephone corporations.

Major negotiations were at various stages by the end of March at a few pulp and paper mills and in the rubber manufacturing industry in eastern Canada, in the longshoring industry in the Maritime Provinces, Quebec, Ontario and British Columbia, as well as in other industries across Canada.

Two major strikes in Quebec that had begun in August 1962 were settled in the first quarter of 1963. In mid-February, about 1,300 employees at Shawinigan who are represented by the **National Syndicate of Chemical Workers**, a CNTU-chartered local, returned to work after a 26-week strike against **Shawinigan Chemicals**. A month later, a settlement between the **Metal Trades' Federation** (CNTU) and **Quebec Iron and Titanium** ended a 29-week strike of more than 700 workers at Sorel.

The new agreement at Shawinigan Chemicals is of three years duration and provides for three annual wage increases of from 5 to 14 cents an hour in February 1963 and additional wage increases of 2 per cent in February 1964 and 1965. Retroactive pay amounted to \$75 for employees who worked full time between April 1, 1962 and August 17, 1962, the date the strike began. Other terms of settlement include revisions in sick leave benefits and deletion of the cost-of-living escalator clause from the contract, the existing bonus being incorporated into wage rates. The company also agreed to pay 50 per cent of the premiums for a group life insurance plan to be selected by the union.

Among the issues that prolonged negotiations at Shawinigan Chemicals were non-monetary proposals concerning work loads, job measurement, seniority and future employment of workers scheduled for layoff.

The issues of work loads and job measurement were resolved when the company agreed that employees may contest job content, work loads, degree of fatigue, and working conditions through the grievance procedure and that such disputes will be arbitrable by a firm of management consultants. The company also agreed to pay for the training of union nominees, who will work in the Industrial Engineering Department as union counsellors and representatives, in the techniques of job measurement.

During the negotiations, the union had requested that more than 200 employees who were to be laid off be transferred to the company's new petro-chemical plant at Varennes. The company declined this request during the strike on the grounds that most of these employees lacked the minimum three years high school education required for employment at the new plant. The question was settled when the company offered to transfer qualified employees to Varennes and to retrain some of the unqualified workers for other occupations.

At Sorel, the Metal Trades' Federation and Quebec Iron and Titanium signed a two-year agreement that increases basic wages by 9 cents an hour and the increment between job classes by 2/10 cent in March 1963, and provides for a basic wage increase of 13.6 cents an hour and an incremental increase of 1/10 cent a year later. The settlement also provides for retroactivity to July 1962 in the amount of 50 per cent of the initial wage increase. In March 1964, the hours of work will be reduced to 40 a week; until then they will remain at 42 with 2 hours being paid at the rate of time and one half.

One of the principal issues in dispute during negotiations was the request by the union to make work loads an arbitrable matter. The company was not opposed to having an arbitrator determine if work norms were violated, but objected to allowing a third party to establish the work norms. Under the new settlement, the union will have the right to contest work

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

loads and the parties agree to abide by the decision of consulting engineers.

In the logging industry, the **Carpenters (Lumber and Sawmill Workers)** were conducting negotiations on behalf of approximately 12,000 woods employees of pulp and paper companies in northern Ontario and Quebec. **Abitibi Power and Paper** was the first company to reach a settlement with the union during the quarter. The settlement, of two years duration, applies to employees at the company's Sault Ste Marie, Smooth Rock Falls, Iroquois Falls and Lakehead Woodlands Divisions and provides for wage increases of 6 cents an hour on hourly rates, 48 cents a day on daily rates and 4 per cent on piece-work rates. In addition, weekly hours of work for day work classifications will be reduced in September 1963 from 44 to 40 with maintenance of take-home pay. Other companies in northern Ontario—**Great Lakes Paper** and **Domtar Newsprint (Nipigon Woodlands Department)**—reached identical wage settlements with the union.

In Quebec, the Carpenters negotiated a three-year agreement with **Donohue Brothers** at Clermont. Negotiations between the union and the company had begun in May 1961 but were suspended in subsequent months because of a contest for bargaining rights between the Carpenters and a CNTU affiliate. In a representation vote taken in October 1962, the majority of employees elected to retain the Carpenters as their bargaining agent, and active bargaining was resumed. The terms of the ensuing settlement included a wage increase of 5 cents an hour as well as increases on piece rates and provision for wage reopeners in July 1963 and 1964.

At Franquelin and Shelter Bay, Que., the Carpenters negotiated a master agreement on behalf of 1,600 **Quebec North Shore Paper** woods employees providing for wage increases of 9 cents an hour and 25 cents a cord over a period of two years.

In the northern Ontario logging industry, 2,500 woods workers went on strike January 14 at Kapuskasing and Longlac against **Spruce Falls Power and Paper** and **Kimberly-Clark Pulp and Paper**. Among the important points at issue was a request by the union that the two companies adopt the terms of settlement negotiated earlier with Abitibi Power and Paper. The companies, however, were opposed to any substantial changes in the existing contract on the ground that the market for pulp and kraft paper was depressed.

Violence occurred during the one-month strike as strikers halted deliveries of pulpwood cut by independent settlers and farm-

ers supplementing their farm income. In February, three strikers were killed and others wounded by gunfire in a clash with a group of independent cutters, 20 of whom were later charged with non-capital murder; more than 200 strikers were charged with rioting. Following this incident, the Government of Ontario initiated a conference between the companies and the union and induced the parties to refer their disputes to two arbitration boards for final and binding decision. The union officials recommended arbitration to their members and the strikers voted to return to work under the terms of the contract that had expired August 31, 1962.

By the end of March, other companies in northern Ontario—**K.V.P., Northern Forest Products**, and **Marathon Corporation**—were awaiting the results of the Spruce Falls and Kimberly-Clark arbitration proceedings.

Two settlements were reached in the aircraft manufacturing industry during February. At the **Canadair** plant in St. Laurent, Que., the **Machinists** signed a three-year contract providing for two wage increases ranging from 2 to 4 cents an hour, increased pension benefits and higher company contributions toward the pension plan, and extension of major medical insurance, which hitherto had been available to employees only, to employees' dependants. Approximately 3,400 plant employees are covered by this settlement.

In Toronto, the **United Auto Workers** signed a three-year agreement on behalf of 700 clerical employees of **De Havilland Aircraft**. Besides weekly salary increases ranging from \$1.55 to \$4.85 retroactive to November 3, 1962; \$1.25 to \$4.25 effective February 15, 1964; and \$1.10 across the board effective February 15, 1965, this agreement incorporates improvements in paid holiday and vacation clauses, higher weekly sickness and accident benefits and a new provision for an S.U.B. plan.

On February 20, the **Can Workers Federal Unions**, CLC-chartered locals, signed a two-year master agreement covering approximately 1,500 employees of **American Can Company of Canada** at plants in Montreal, Que., Hamilton and Simcoe, Ont. Besides two wage increases—3 cents an hour effective January 1, 1964 and 3 cents an hour effective December 31, 1964, the expiry date of the new agreement—provision is made for higher pension benefits, a higher disability pension, a supplementary monthly pension and improvements in the non-contributory S.U.B. plan.

In addition, employees who are to be terminated because of the permanent closing

of a plant may be eligible for preferential employment rights at another plant of the company.

A feature of the American Can settlement is a plan designed to further employment opportunities in the company and to permit certain long-service employees to take periodic extended leave. The plan, taking effect January 1, 1964, will allow a three-month leave of absence with pay for employees with 15 or more years of service and thereafter at five-year intervals.

Four major collective agreements were signed during the quarter by municipal governments. In British Columbia, the **Public Employees** negotiated a two-year agreement covering 560 inside and outside employees of the **District of Burnaby**; the contract provides for two annual wage increases of 2.3 per cent for inside workers and foremen and of 5 cents an hour annually for outside workers. The union also concluded a one-year agreement on behalf of 1,200 inside employees of the **City of Vancouver** which increases salaries by 2.67 per cent. Both agreements provide for three weeks' vacation after five years of service.

In Quebec, the **City of Montreal** signed two-year agreements with the **Public Service Employees Federation (CNTU)**, representing 3,700 inside workers, and the **Public Service Employees**, bargaining agent for approximately 4,100 employees in yards, shops, playgrounds and buildings. Under the agreement covering inside personnel, occupations were reclassified and a salary increase of \$300 a year for most employees was included. Wage increases for outside workers total 14 cents an hour in steps of 7 cents each.

During the quarter, a number of hospitals in Quebec and Saskatchewan were parties to new agreements.

In February, final and binding awards were issued by two arbitration boards that had intervened in negotiations between **ten hospitals** bargaining jointly in the Montreal area, **Montreal General Hospital** and the **Service Employees' Federation (CNTU)**. Approximately 5,800 non-professional workers are covered by these settlements.

The arbitration awards established one-year agreements providing for wage increases of \$5 to \$12 a week and settlement pay of 50 per cent of the wage increases for time worked between the expiry dates of the previous contracts and the effective dates of the new agreements.

Two settlements were negotiated in Saskatchewan. Early in March, the **Public Service Employees** and a **CLC-chartered local** signed a two-year agreement on behalf of 1,800 non-professional workers at **provincial hospitals** in Weyburn, Moose Jaw, North Battleford and Prince Albert. Wages are increased by 3 per cent in the first year of the agreement and by 1½ per cent in the second year. At Saskatoon, the **Building Service Employees**, representing 630 non-professional employees of the **University Hospital**, negotiated a wage increase amounting to 2½ per cent of the median in each salary range on a wage reopener provided for in a two-year agreement expiring December 31, 1963.

Four major collective agreements were signed during the quarter in the telephone communications industry. In Nova Scotia, the **IBEW** signed two one-year agreements, one covering 500 plant employees of **Maritime Telegraph and Telephone Company** and **Eastern Electric and Supply Company** that grants weekly wage increases ranging from 25 cents to \$3, the other applying to 730 traffic employees of **Maritime Telegraph and Telephone Company** which increases wages by 50 cents to \$2.50 a week.

In western Canada, the **I.B.E.W.** negotiated a two-year agreement in February providing for two annual wage increases of 3 per cent for plant employees of **Alberta Government Telephones**. It was also agreed that a joint labour-management study group would be established. Another two-year agreement was signed in March by the **Communications Workers** and **Saskatchewan Government Telephones**. Under this contract, wages of plant and traffic employees will advance by 3 per cent annually; those of clerical personnel will be increased in the first year of the agreement by 3 per cent and in the second year by 2½ per cent, and hours of work will be reduced from 37½ to 36½ a week.

The Ontario Labour Relations Board early in March dismissed applications made by the **International Association of Machinists** and the **Canadian Union of Operating Engineers** which had been seeking to retain their rights to bargain for former **Avro** employees following the merger of **De Havilland Aircraft** and **Avro** last summer (L.G., Oct. 1962, p. 1137). The Board thus upheld the claim of the **United Auto Workers** to include former **Avro** workers under their agreement at **De Havilland Aircraft**.

Collective Bargaining Scene

Agreements covering 500 or more employees,
excluding those in the construction industry

Part I—Agreements Expiring During April, May and June

(except those under negotiation in March)

Company and Location	Union
Abitibi Power & Paper & subsids., Que., Ont. & Man.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others. Steelworkers (AFL-CIO/CLC)
Aluminum Co., Kitimat & Kemano, B.C.	
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Associated Fur Industries, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Ayers Limited, Lachute, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Bathurst Power & Paper, Bathurst, N.B.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others.
Bowater's Nfld. Paper, Corner Brook, Nfld.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others. I.L.A. (AFL-CIO/CLC)
CNR, North Sydney, N.S.	
Cdn. Sugar Factories, Picture Butte, Raymond & Taber, Alta.	CLC-chartered local
Cdn. Westinghouse, Three Rivers, Que.	I.B.E.W. (AFL-CIO/CLC)
Cascapedia Mfg. & Trading, Gaspé Peninsula, Que.	Bush Wkrs., Farmers' Union (Ind.)
Commission Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (office & maint. empl.)
Consolidated Paper, Grand'Mere, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Shawinigan, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Denison Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Dominion Rubber (Rubber Div.), St. Jerome, Que.	
Domtar Pulp & Paper (Howard Smith Paper Division), Cornwall, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Domtar Pulp & Paper (Newsprint Division), Red Rock, Ont.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Eastern Canada Newsprint Group, Que. & N.S.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others.
E. B. Eddy, Parent, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others. Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Fraser Cos., Atholville, Edmundston & Newcastle, N.B.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Gaspesia woods contractors, Chandler, Que.	Bush Wkrs., Farmers' Union (Ind.)
B. F. Goodrich, Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Goodyear Cotton, St. Hyacinthe, Que.	Textile Federation (CNTU)
Great Lakes Paper, Fort William, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others.
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
Kimberly-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River & others, B.C. coast	Paper Makers (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River & others, B.C. coast	
Marathon Corp., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Miner Rubber, Granby, Que.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.	
Ontario Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Printing Industries Council, Toronto, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others. Typographical Union (AFL-CIO/CLC) (composing room empl.)

Company and Location	
Provincial Paper, Thorold, Ont.	
Quebec North Shore Paper, Baie Comeau, Que.	
E.S. & A. Robinson (Can.), Leaside, Ont.	
Rolland Paper, Mt. Rolland & St. Jerome, Que.	
Scott Clothing, Longueuil, Que.	
TCA, company-wide	
Union composing rooms, Toronto, Ont.	
University of Saskatchewan, Saskatoon, Sask.	
Wabasso Cotton, Grand'Mere Shawinigan & Three Rivers, Que.	
White Spot Restaurants, Vancouver & Victoria, B.C.	
Winnipeg Metro., Man.	

Union	
Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)	
Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)	
Printing Pressmen (AFL-CIO/CLC)	
Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)	
Empl. Assn. (Ind.)	
Air Line Pilots (Ind.)	
Typographical Union (AFL-CIO/CLC)	
CLC-chartered local	
United Textile Wkrs. (AFL-CIO/CLC)	
Empl. Union (Ind.)	
Public Service Empl. (CLC)	

Part II—Negotiations in Progress During March

Bargaining

Company and Location	
Alberta Govt. Telephones, province-wide	
Anglo-Cdn. Paper, Forestville, Que.	
Assn. des Marchands Detailants, Quebec & district, Que.	
Assn. des Marchands Detailants (Produits Alimentaires), Quebec, Que.	
Atomic Energy of Canada, Chalk River & Deep River, Ont.	
B.C. Hydro & Power Authority	
B.C. Hydro & Power Authority	
Breweries (various), Winnipeg, Man.	
CBC, company-wide	
CBC, company-wide	
Calgary City, Alta.	
Calgary City, Alta.	
Calgary General Hospital, Calgary, Alta.	
Calgary Power & Farm Electric Services, Alta.	
Canada Steamship Lines, Ont. & Que.	
Cdn. British Aluminum, Baie Comeau, Que.	
Cdn. International Paper & subsids., N.B., Que. & Ont.	
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	
Continental Can, St. Laurent, Que.	
David & Frere, Montreal, Que.	
Dominion Rubber (Tire Div.), Kitchener, Ont.	
Dominion Rubber (Footwear & Warehouse Divs.), Guelph & Kitchener, Ont.	
Dominion Steel & Coal, Sydney, N.S.	
Dominion Steel & Coal, Trenton, N.S.	
Domtar Newsprint (Donnacona Paper), Donnacona, Que.	
Domtar Pulp & Paper (Kraft & Boxboard Division), Windsor, Que.	
Dunlop Canada, Toronto, Ont.	
E. B. Eddy, Hull, Que.	
Employing Printers' Assn., Montreal, Que.	
Employing Printers' Assn., Montreal, Que.	
Edmonton City, Alta.	
Fairey Aviation, Eastern Passage, N.S.	
Fittings Limited, Oshawa, Ont.	
Hamilton City, Ont.	
Hamilton City, Ont.	
H. J. Heinz, Leamington, Ont.	
Hotel Sheraton-Mt. Royal, Montreal, Que.	
Hudson Bay Mining, Flin Flon, Man.	
Iron Ore of Can., Nfld. & Que.	
Kellogg Company, London, Ont.	
Lever Bros., Toronto, Ont.	
MacDonald Tobacco, Montreal, Que.	
Manitoba Rolling Mill, Selkirk, Man.	

Union	
I.B.E.W. (AFL-CIO/CLC) (traffic empl.)	
Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)	
Metal Trades' Federation (CNTU) (garage empl.)	
Commerce Empl. Federation (CNTU)	
Atomic Energy Allied Council (AFL-CIO/CLC)	
I.B.E.W. (AFL-CIO/CLC)	
Office Empl. (AFL-CIO/CLC)	
Brewery Wkrs. (AFL-CIO/CLC)	
Broadcast Empl. (AFL-CIO/CLC)	
Radio & T.V. Empl. (ARTEC) (Ind.)	
Public Empl. (CLC) (inside empl.)	
Public Empl. (CLC) (outside empl.)	
Public Empl. (CLC)	
Empl. Assn. (Ind.)	
Railway Clerks' Federation (AFL-CIO/CLC)	
Metal Trades' Federation (CNTU)	
Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Operating Engineers (AFL-CIO)	
Clothing Wkrs. Federation (CNTU)	
CLC-chartered local	
Empl. Assn. (Ind.)	
Rubber Wkrs. (AFL-CIO/CLC)	
Rubber Wkrs. (AFL-CIO/CLC)	
Steelworkers (AFL-CIO/CLC)	
Steelworkers (AFL-CIO/CLC)	
Pulp & Paper Wkrs. Federation (CNTU)	
Pulp & Paper Wkrs. Federation (CNTU)	
Rubber Wkrs. (AFL-CIO/CLC)	
Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others	
Bookbinders (AFL-CIO/CLC)	
Printing Pressmen (AFL-CIO/CLC)	
Public Empl. (CLC) (outside empl.)	
Machinists (AFL-CIO/CLC)	
Steelworkers (AFL-CIO/CLC)	
Public Empl. (CLC) (office empl.)	
Public Service Empl. (CLC) (outside empl.)	
Packinghouse Wkrs. (AFL-CIO/CLC)	
Hotel Empl. (AFL-CIO/CLC)	
CLC-chartered local, Machinists (AFL-CIO/CLC) & others	
Steelworkers (AFL-CIO/CLC)	
Millers (AFL-CIO/CLC)	
Chemical Wkrs. (AFL-CIO/CLC)	
Tobacco Wkrs. (AFL-CIO/CLC)	
Steelworkers (AFL-CIO/CLC)	

Company and Location	Union
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (electrical craft empl.)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Manitoba Telephone	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Miramichi Lumber, Chatham Industries & others, Miramichi ports, N.B.	Miramichi Trades & Labour (Ind.)
New Brunswick Power Commission, province- wide	I.B.E.W. (AFL-CIO/CLC)
Northern Electric, Belleville, Ont. & Montreal, Que.	Empl. Assn. (Ind.) (plant empl.)
Northern Electric, Montreal, Que.	Office Empl. Assn. (Ind.)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Quebec Cartier Mining, Port Cartier & Lac Jeannine, Que.	Steelworkers (AFL-CIO/CLC)
RCA Victor, Montreal, Que.	Empl. Assn. (Ind.)
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
St. Boniface General Hospital, St. Boniface, Man.	Empl. Union of Hospital Institutions (Ind.)
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (labour service empl.)
Silverwood Dairies, Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Shell Oil, Montreal East, Que.	Empl. Council (Ind.)
Steep Rock Mines, Steep Rock Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Telegram Publishing, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Vancouver General Hospital, Vancouver, B.C.	Public Empl. (CLC)
Winnipeg City, Man.	Public Service Empl. (CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

Conciliation Officer

B.A. Oil, Clarkson, Ont.	Oil Wkrs. (AFL-CIO/CLC)
B.C. Hotels Assn., New Westminster, Burnaby, Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC) (beverage dis- pensers)
Dominion Steel & Coal (Cdn. Bridge), Walker- ville, Ont.	Steelworkers (AFL-CIO/CLC)
Fisheries Assn. & Cold Storage Cos., B.C.	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Fisheries Assn., B.C.	United Fishermen (Ind.) (tendermen)
Hospitals (4), Trois Rivières, Que.	Service Empl. Federation (CNTU)
International Nickel, Port Colborne & Sudbury, Ont.	Steelworkers (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL- CIO/CLC)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL- CIO/CLC)
Shipping Federation, Halifax, N.S., Saint John, N.B., Montreal, Quebec & Three Rivers, Que.	I.L.A. (AFL-CIO/CLC)
Stanrock Uranium Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Toronto General Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)

Conciliation Board

B.C. Shipping Federation, various ports	Longshoremen & Warehousemen (CLC)
Council of Printing Industries, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
Dairies (various), Vancouver & New West- minster, B.C.	Teamsters (Ind.)
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Eastern Canada Stevedoring & two others, Toronto, Ont.	I.L.A. (AFL-CIO/CLC)
Falconbridge Nickel, Falconbridge, Ont.	Mine, Mill & Smelter Wkrs. (Ind.)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hotel Empress, (C.P.R.), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL- CIO/CLC)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Vancouver Board of Police Commissioners, Van- couver, B.C.	B.C. Peace Officers (CLC)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside empl.)
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)

Post-Conciliation Bargaining

(No cases during March)

Arbitration

Kimberly-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Montreal City, Que.	Fire Fighters (AFL-CIO/CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)

Work Stoppage

(No cases during March)

Part III—Settlements Reached During March

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

CANADA & DOMINION SUGAR, MONTREAL, QUE.—BAKERY WKRS. (CLC): 3-yr. agreement covering 530 empl.—wage increases of 8¢ an hr. retroactive to Sept. 1, 1962, 6¢ an hr. eff. Sept. 1, 1963 and 6¢ an hr. eff. Sept. 1, 1964; 3 wks. vacation after 11 yrs. of service (formerly after 13 yrs.) in first year of agreement and after 10 yrs. of service in second year of agreement; rate for labourer after Sept. 1, 1964 will be \$2.04 an hr.

CANADIAN INDUSTRIES, BROWNSBURG, QUE.—MINE WKRS. (IND.): 2-yr. agreement covering 600 empl.—settlement pay of \$12; wage increases ranging from 4¢ to 6¢ an hr. eff. March 14, 1963 and 4¢ an hr. eff. March 14, 1964; rates for labourer after March 14, 1964 will be \$1.67 to \$1.75 an hr.

CANADIAN LITHOGRAPHERS' ASSN., EASTERN CANADA—LITHOGRAPHERS (IND.): 2-yr. agreement covering 1,700 empl.—wage increases ranging from 8¢ to 10¢ an hr. eff. Jan. 1, 1963 and Jan. 1, 1964; 3 wks. vacation after 3 yrs. of service (formerly after 5 yrs.).

DONOHUE BROS., CLERMONT, QUE.—CARPENTERS (LUMBER & SAWMILL WKRS.) (AFL-CIO/CLC): 3-yr. agreement covering 600 empl.—wage increases of 5¢ an hr. for hourly rated empl. retroactive to July 1, 1962; 10¢ a cord for piece-work empl. retroactive to July 1, 1962 (rate will now be \$6.60 a cord); wage reopeners July 1963 and July 1964; rate for labourer after July 1, 1962 will be \$10.25 per 9-hr. day.

MONTREAL CITY, QUE.—PUBLIC SERVICE EMPL. (CLC) (OUTSIDE EMPL.): 2-yr. agreement covering 4,100 empl. (2,400 permanent, 1,700 casual)—wage increases of 7¢ an hr. retroactive to Dec. 1, 1962 and 7¢ an hr. eff. Dec. 1, 1963; additional adjustments to 15 job classifications; rate for labourer after Dec. 1, 1963 will be \$1.85 an hr.

NORANDA COPPER & BRASS, MONTREAL, QUE.—EMPL. ASSN. (IND.): 3-yr. agreement covering 600 empl.—wage increases of 3¢ an hr. eff. March 25, 1963, 4¢ an hr. eff. March 23, 1964 and 5¢ an hr. eff. March 22, 1965; additional classification adjustments; 3 wks. vacation after 14 yrs. of service eff. April 30, 1963 (formerly after 15 yrs.) and after 13 yrs. of service eff. April 30, 1964; improvements to pension plan; rate for labourer after March 22, 1965 will be \$1.78 an hr.

NORTHERN ELECTRIC (WESTERN REGION), TORONTO, ONT.—COMMUNICATIONS WKRS. (AFL-CIO/CLC) (SHOP, WAREHOUSE & INSTALLATION EMPL.): 2-yr. agreement covering 1,000 empl.—wage increases ranging from 3¢ to 8½¢ an hr. retroactive to Nov. 1, 1962; 3 wks. vacation after 12 yrs. of service eff. 1963 (formerly after 15 yrs.) and after 10 yrs. of service eff. 1964; rate for labourer will be \$1.80 an hr.

OUTBOARD MARINE, PETERBOROUGH, ONT.—STEELWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 900 empl.—wage increases of 2½% retroactive to Oct. 1, 1962 and 2½% eff. Oct. 1, 1963 on hourly rates; wage increases of 1½% retroactive to Oct. 1, 1962 and 1½% eff. Oct. 1, 1963 on piece rates; half day paid holiday if December 24 a regular work day.

QUE. IRON & TITANIUM, SOREL, QUE.—METAL TRADES' FEDERATION (CNTU): 2-yr. agreement covering 850 empl.—retroactivity from July 25, 1962 amounting to 50% of initial increase in agreement; wage increase of 9¢ an hr. and increment increase of 2/10¢ eff. March 18, 1963; wage increase of 13.6¢ an hr. and increment increase of 1/10¢ eff. March 18, 1964; evening and night shift premiums increased to 8¢ and 10¢ respectively (formerly 7¢ and 9¢); empl. (now working 42 hrs. a wk.) will be paid for 43 hrs. of work until March 18, 1964, when the hrs. will be reduced to 40; 3 wks. vacation after 10 yrs. of service (new clause); sickness insurance plan to be instituted with employer contributing 3¢ an hr.; union to have the right to contest workloads, and in the event of a dispute, both parties agree to abide by the decision of consulting engineers; rate for labourer after March 18, 1964 will be \$1.99 an hr.

QUEBEC NORTH SHORE PAPER, BAIE COMEAU, FRANQUELIN & SHELTER BAY, QUE.—CARPENTERS (LUMBER & SAWMILL WKRS.) (AFL-CIO/CLC): 2-yr. master agreement covering 1,600 empl.—wage increases of 3¢ an hr. eff. March 1, 1963 and 6¢ an hr. eff. March 1, 1964 for hourly rated empl.; increases of 8¢ a cord eff. March 1, 1963 and 17¢ a cord eff. March 1, 1964 for piece-work empl. (rate after March 1, 1964 will be \$6.85 a cord); rate for labourer after March 1, 1964 will be \$11.25 a day.

SAINT JOHN SHIPBUILDING & DRY DOCK, SAINT JOHN, N.B.—VARIOUS UNIONS: 2-yr. agreement covering 1,400 empl.—wage increases of 7¢ an hr. in first yr. of agreement and 6¢ an hr. in second yr.; overtime pay time and one half for first 4 hrs. and double time thereafter (formerly time and one half for first 6 hrs. and double time thereafter) eff. Jan. 1, 1963; 4 wks. vacation after 25 yrs. service (new clause); rate for labourer after Jan. 1, 1964 will be \$1.67 an hr.

(Continued on page 349)

Working Mothers and Their Problems

Recent study shows only three out of 36 mothers of Grade IV pupils in Toronto school will probably not work outside home. Reasons for working, occupation data, working conditions reported. Solutions for child-care problem suggested

Only three out of 36 mothers of Grade IV pupils in a Toronto elementary school will probably not work outside the home. Such is the conclusion from a recent study of the needs of working mothers for community child care services. The study was carried out by Jean R. Woodsworth, in connection with an M.S.W. degree at the University of Toronto.

The neighbourhood of the study, which included a considerable number of new Canadians, was "lower and lower middle class" in composition, with a sprinkling of professional people. Of the 36 women interviewed, 19 were currently engaged in paid work outside their homes.

Reasons for working—The reasons the women gave for working or returning to work were all related to the welfare of their families. Their earnings were essential to purchase a home, to meet the high cost of living or to finance the children's education—in that order.

Work outside the home was accepted only as a last resort, however, by those who had young children. Conspicuously absent was the dilemma regarding work and home of the more prosperous middle class professionally trained woman.

Of the seven mothers who were the sole support of their children, only one, a mother of six, was in receipt of the Mother's Allowance. The others, preferred the struggle for independence, allowances being inadequate.

Occupations, working conditions, earnings—The majority worked in clerical, manufacturing and service occupations; only one was employed in a professional capacity. Although lack of training and the language barrier for newcomers accounted to some extent for the menial work, low earnings, long hours and poor working conditions, the mothers invariably subordinated their employment qualifications to family responsibilities.

Preference was given to working hours and location of employment that enabled them to be at home during the lunch hour and after school.

Care of children—Various arrangements for child care—a neighbour or friend looking in, the oversight of grandparents

or older children, shift work of parents—had been worked out to free the mothers. A common source of difficulty was the lunch period, since the school was reluctant to allow pupils to stay in at noon.

The problem of after-school care did not loom quite so large in all cases, since often an older brother or sister was at home at this time. For some, however, it was a matter of concern. In one case, a seven-year old child, left in the care of a neighbour, had been discovered shoplifting and was subsequently referred to a day-care centre. The care provided was described as "excellent" but the centre was an hour's journey, with three bus changes, from the child's home.

Suggested solutions—For a number of mothers, part-time jobs that would enable them to care personally for their school-aged children seemed the answer. Equal pay for equal work, they felt, by improving women's earnings, would remove the necessity of long hours of work. Also, higher earnings for fathers would enable mothers to stay at home.

Counselling and training or retraining were badly needed for married women seeking employment. To qualify for a better job or, in the case of the immigrants, a chance to learn English, were the fondest hopes of several women.

The foremost problem, child care, could be met, they suggested, by the provision of conveniently located facilities for the care of pre-school children. For children of school age, supervised lunch hours, supplemented by after-school recreational activities or study groups, would go a long way.

Needed also is greater flexibility in the administration of Mothers' Allowances, to make possible further supplemental assistance.

Chiefly, however, the author concludes that there is not yet sufficient recognition of the contribution made by working mothers to our economic life and therefore, there is inadequate provision for their needs. Shorter working hours related to family responsibilities, higher wage levels and reliable child care services are not only needed by the mother and her children, but they must also be increasingly accepted as essential to the well-being of society.

INTERNATIONAL LABOUR ORGANIZATION

Fifth Asian Regional Conference

At the Fifth Asian Regional Conference of the International Labour Organization, held late last year in Melbourne, Australia, George V. Haythorne, Deputy Minister of Labour, was the representative of the ILO Governing Body.

The Conference—held on November 26 to December 7, 1962—had an attendance of 78 delegates and 37 observers from 19 countries. There were also some 21 representatives of 14 government and non-government international organizations.

Delegates to the tripartite Conference dealt with an agenda containing four items. They also formed three technical committees whose final 45 conclusions were adopted to form the "Resolution of Melbourne."

Items on the agenda were:

1. Report of the ILO Director-General.
2. Employment promotion, with special reference to rural areas.
3. Vocational training and management.
4. Government services for the improvement of labour-management relations and settlement of disputes.

In his report, Mr. Morse listed the major needs for which adequate solutions would have to be found, stressed the importance of integrated planning—with participation by major social groups—and pointed out the magnitude of the problem of development in the countries of Asia, with special reference to the population problem. He also described the various ways in which the ILO could help in making development programs more effective, by assisting in: the strengthening of trade unions; the integration of manpower development programs with the general economic development programs; the forecasting of future manpower requirements; the development of small industries; and rural development.

Three technical committees considered the last three items of the agenda. Their conclusions were consolidated into a single document that became known as the "Resolution of Melbourne."

The Resolution in its final form was adopted unanimously at the close of the Conference. It consisted of 45 recommendations grouped under the original three agenda areas: employment promotion; vocational training and management development; and government services for the improvement of labour-management relations and settlement of disputes.

The Resolution emphasized that economic and social progress demanded a high level of productive employment, and declared that the improvement of occupational skills was essential to economic and social development.

The existence of free, strong and responsible employers' and workers' organizations is indispensable for bringing about sound industrial relations upon which the orderly growth of an economy depends, the Resolution said.

The belief was expressed that understanding and co-operation among governments, employers and workers can contribute to eradicating poverty and hardship and to raising living standards.

Among the 45 recommendations of the Resolution were those calling for:

—Encouragement for the development of free and independent employers' and workers' organizations, which should be consulted and thus participate "in the process of planning at all levels."

—Intensification by the ILO of its technical co-operation and research work in order to help Asian countries to promote employment.

—The taking of energetic steps, without delay, to accelerate the development of training for all levels of manpower. Training policies should be linked with economic development programs and should form part of manpower planning.

—The provision of adequate safeguards, especially in regard to remuneration, for apprentices.

—The establishment and maintenance by governments of effective services for the

improvement of labour-management relations and the prevention and settlement of disputes.

154th Session of ILO Governing Body

The Governing Body of the International Labour Office, at its 154th Session, March 5 to 8, approved the 1964 budget of the International Labour Organization. The budget will be submitted to the International Labour Conference in June. It comes to \$16,081,496. The 1963 budget comes to \$14,006,834.

The Governing Body also approved the establishment of an International Centre for Advanced Technical and Vocational Training in Turin, whose purpose is to help developing countries in all parts of the world meet their advanced technical and vocational training needs. The opening of the Centre is contingent on firm assurances that the income necessary to operate it on an adequate scale will be available for at least the first four years.

In its review of the ILO's expanding technical co-operation programs, the Governing Body's Committee on Operational Programs noted that the number of expert missions to developing countries had reached a total of 591 in 1962, an increase of nearly 50 per cent over the 1961 figure.

International Centre for Advanced Training in Turin

The purpose of the International Centre for Advanced Training in Turin, which the ILO Governing Body decided unanimously to establish (see above), is to help developing countries in all parts of the world meet their advanced technical and vocational training needs. The Centre will provide theoretical and practical training to be supplemented by in-plant training in various European countries.

Trainees will be selected on the basis of the qualifications they already possess, account being taken also of their ability to impart the knowledge and experience they

The previous ILO Asian Regional Conference was held at New Delhi, India, in 1957 (L.G. 1957, p.1459).

The Governing Body examined the position as regards the ratification or acceptance of the Instrument for the Amendment of the Constitution of the International Labour Organization adopted by the International Labour Conference at its last session (L.G., Aug. 1962, p. 930). The amendment, designed to permit a fuller representation of all parts of the world in the three groups of the Governing Body, calls for an increase in the number of members from 40 to 48.

The amendment will go into effect only when ratified or accepted by two thirds of the ILO member countries. By February 15, ratifications or acceptances had been received from 42 countries, and during the Governing Body session, three countries said their ratifications would soon be forthcoming. An additional 25 ratifications or acceptances will thus be necessary if the amendment is to go into effect before the next elections to the Governing Body, which will be held during the 1963 International Labour Conference in June.

acquire while in training to the largest possible number of workers in their own countries, by acting as instructors in national centres or in a similar capacity.

The training given at the Centre will be at these levels: skilled workers, technicians, instructors, foremen and management. During the first two years, the courses will be limited to approximately 600 participants in each year. The Centre will provide training also in teaching methods for technical co-operation experts. The languages of instruction will be English, French and Spanish.

Burundi Becomes 106th ILO Member Country

Burundi, admitted to the United Nations on September 18, 1962, last month became a member of the International Labour Organization. In a letter dated March 1 to ILO Director-General David A. Morse, André Muhirwa, Prime Minister of the Kingdom of Burundi, declared his Government's formal acceptance of the obligations of the ILO Constitution.

The letter stated also that Burundi remains bound by the obligations of 17 International Labour Conventions which had been ratified by Belgium and declared applicable to the territory of Ruanda-Urundi.

The admission of Burundi brings to 106 the number of ILO member countries and to 2,727 the number of ratifications of ILO Conventions.

TEAMWORK in INDUSTRY

Close attention to quality continues to be the dominating labour-management theme at The Dominion Road Machinery Co., Ltd., Goderich, Ont. President and general manager John Sully has reported to management and employees that the firm's Champion road graders are claiming an increasing share of both domestic and foreign markets.

This independent Canadian company increased its export sales from less than 1 per cent of total output in 1960 to 25 per cent of its total grader business in 1962. It expects to double that export figure in 1963. Meanwhile, in the Canadian market, the Champion is believed to outsell all other makes of graders.

Mr. Sully attributes his firm's success to labour-management concentration on the quality development and manufacture of a single line of products. "Our job," he declared, "is to build the highest-quality product in the most economical manner, and pass on production savings to our customers in the form of lower prices."

Great emphasis is put on the fact that everyone at Dominion Road Machinery—employees and management alike—is responsible for quality. Periodically they meet in small groups—the size deliberately limited so that the individual employee will have every opportunity to bring forward his ideas on how quality can be improved.

Charles Stewart, president of Local 1863, International Association of Machinists (AFL-CIO/CLC), reported that the employees "like the way the company listens to our ideas on improving the products we make." Referring to the connection between Champion quality and the product's sales, he said: "I think our get-togethers with management have really paid off."

* * *

The question: What does a customer demand of the transportation industry? has been answered by a representative of Canadian National Railways. Speaking to CNR management and employees at the 33rd annual meeting of the company's Atlantic Region Union-Management Co-operative Committee for the maintenance of way department in Moncton, N.B., E. O. Steeves, assistant regional freight sales manager, said: "The customer wants his goods moved damage-free, in the fastest

possible time, at the lowest possible cost—and with the least possible effort on his part to secure such benefits."

General manager of the Atlantic Region, E. J. Cooke, reminded delegates in a brief opening address that the company could not survive without co-operation between labour and management on all operational problems.

George Yorston, industrial relations officer with the Labour-Management Co-operation Service of the federal Department of Labour, told the meeting that efficient transportation was as vital a factor as efficient production in Canada's struggle to win foreign markets. On the role of co-operation in achieving this goal, he commented: "You can separate a man and his wife and both will continue to exist. But separate labour and management and you have no services left to operate."

The CNR's Co-operative Movement was recently held up to United States railroads as a pattern for teamwork in the transportation industry by Harold Crotty, president of the Brotherhood of Maintenance of Way Employees (AFL-CIO/CLC). In an address to the Chicago Maintenance of Way Club, Mr. Crotty stated that the Movement provided "machinery for increased rail-union action toward mutually beneficial objectives."

Mr. Crotty described how CN officers briefed the labour representatives on rail research and development, future business prospects, sales problems, freight service improvements and progress in industrial development. He said other subjects included discussions on how to find work for Maintenance of Way workers displaced from their jobs, design of motor cars, and specific training for upgrading employees' skills

* * *

Winter Work messages appearing on wooden match boxes are the result of high-level teamwork between management and government. Millions of boxes of these matches are being distributed by the Eddy Match Co., Limited, Pembroke, Ont., to help the federal Department of Labour's "Do It Now" winter employment campaign.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board did not meet during February. During the month the Board received five applications for certification and allowed the withdrawal of one application for certification.

Applications for Certification Received

1. District 50, United Mine Workers of America, on behalf of a unit of drivers and warehousemen employed by McClure Transport Limited, Edmundston, N.B. (Investigating Officers: H. R. Pettigrove and R. L. Fournier).

2. Office Employees' International Union, on behalf of a unit of employees of Atomic Energy of Canada Limited employed in its Chalk River Nuclear Laboratories and at the town of Deep River (Investigating Officers: G. A. Lane and G. E. Plant).

3. Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters,

Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Roberval Express Limited, Chambord, Que. (Investigating Officer: R. L. Fournier).

4. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 401, Warehousemen and Miscellaneous Drivers, on behalf of a unit of drivers employed by Wilkins Transport Limited, Bothwell, Ont. (Investigating Officer: A. B. Whitfield).

5. Retail, Wholesale and Department Store Union, Local 580, on behalf of a unit of employees of Associated Enterprises Ltd., Salmo, B.C. (Investigating Officer: D. S. Tysoe).

Application for Certification Withdrawn

Seafarers' International Union of Canada, applicant, and Irving Oil Company, Limited, Saint John, N.B., respondent (L.G., Jan., p. 48).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During February, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Northland Navigation Company Limited, Vancouver, and Seafarers' International Union of Canada (Conciliation Officer: G. R. Currie).

2. Vancouver Wharves Limited, Vancouver, and Local 501 of the International Longshoremen's and Warehousemen's Union (Conciliation Officer: D. S. Tysoe).

3. Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Pittston Stevedoring Corporation of Canada, Ltd., Brown

and Ryan Limited and Local 1842 of the International Longshoremen's Association, Toronto (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

4. Hamilton Shipping Co. Ltd., Yorkwood Shipping and Trading Co. Ltd., Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Pittston Stevedoring Corporation of Canada Limited, Brown and Ryan Limited and Local 1654 of the International Longshoremen's Association, Hamilton (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

5. The Toronto Harbour Commissioners and Local 1842 of the International Long-

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

shoremen's Association, Toronto (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

6. The Shipping Federation of Canada, Inc., and International Longshoremen's Association (Locals 375, 1657, 1552, 1846, 1739 and 1605) Montreal, Three Rivers and Quebec (Conciliation Officers: H. R. Pettigrove and C. E. Poirier).

7. Robin Hood Flour Mills Limited, Saskatoon, and Local 342 of the United Packinghouse Food and Allied Workers (Conciliation Officer: J. S. Gunn).

8. Eastern Transport Limited, Truro, N.S., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: H. R. Pettigrove).

9. Consolidated Freightways, Portland, Oregon (Vancouver Terminal) and Local 15 of the Office Employees' International Union (Conciliation Officer: G. R. Currie).

10. Robin Hood Flour Mills Limited (laboratory department employees), Humberstone, Ont., and United Packinghouse, Food and Allied Workers (Conciliation Officer: T. B. McRae).

11. Stanrock Uranium Mines Limited, Elliot Lake, Ont., and District No. 6 of the United Steelworkers of America (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

Settlements Reported by Conciliation Officers

1. TransAir Limited, Winnipeg, and Canadian Air Line Pilots' Association (Conciliation Officer: J. S. Gunn) (L.G., March, p. 227).

2. Canadian National Hotels, Limited (Bessborough Hotel, Saskatoon) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: J. S. Gunn) (L.G., Jan., p. 49).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

3. The Vancouver Hotel Company, Limited (Hotel Vancouver) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. R. Currie) (L.G., Dec. 1962, p. 1392).

4. Canadian National Hotels, Limited (Newfoundland Hotel, St. John's and Local 779 of the Hotel and Restaurant Employees' and Bartenders' International Union (Conciliation Officer: W. L. Taylor) (L.G., Feb., p. 144).

Conciliation Boards Appointed

1. Faraday Uranium Mines Limited, Bancroft, Ont., and Local 1006 of the International Union of Mine, Mill and Smelter Workers (L.G., Dec. 1962, p. 1392).

2. Canadian Transit Company, Windsor, Ont., and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Jan., p. 49).

3. Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Pittston Stevedoring Corporation of Canada, Ltd., Brown and Ryan Limited and Local 1842 of the International Longshoremen's Association, Toronto (see above).

4. Hamilton Shipping Co. Ltd., Yorkwood Shipping and Trading Co. Ltd., Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Pittston Stevedoring Corporation of Canada Limited, Brown and Ryan Limited and Local 1654 of the International Longshoremen's Association, Hamilton (see above).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in August 1962 to deal with a dispute between the Shipping Federation of British Columbia, Vancouver, and International Longshoremen's and Warehousemen's Union (Locals 501, 502, 503, 504, 508, 506, 507 and 510) as represented by the Canadian Coast Negotiating Committee (L.G., Oct. 1962, p. 1149) was fully constituted in February with the appointment of W. R. Sloan of Hammond, B.C., as Chairman. Mr. Sloan was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, John G. Gould of Vancouver and B. W. Dysart of Victoria, who were previously appointed on the nomination of the Federation and Union, respectively.

Settlement before Conciliation Board Met

Canadian National Hotels, Limited (Chateau Laurier Hotel, Ottawa) and Canadian Brotherhood of Railway, Transport and General Workers (L.G., Feb., p. 145).

Strike Action after Board Procedure

1. Pacific Western Airlines Limited, Vancouver, and Pacific Western Airlines Traffic Employees Association (L.G., March, p. 227). Strike began February 25.

2. Pacific Western Airlines Limited, Vancouver and Canadian Air Line Flight Attendants' Association (L.G., March, p. 229). Strike began February 25.

Three U.S. States Legislate Against Strike-Breaking

Three States—Michigan, Massachusetts and Louisiana—took action at 1960 sessions of their Legislatures to prohibit or regulate strike-breaking practices.

Michigan prohibited the employment of professional strike-breakers and the referral or hiring, without notice that there is a labour dispute, of replacements for strikers.

In Massachusetts, only the employer directly involved in a labour dispute may now recruit or import out-of-state replacements, and he must file specified written information with the Labor Commissioner.

Before, persons not involved in a dispute could import strike-breakers provided they filed a report with the Commissioner.

Another Massachusetts law prohibited firefighters from performing police duties or other noncustomary duties in connection with a labour dispute.

Louisiana prohibited the importation of striker-replacements by any person not directly involved in a labour dispute, and the hiring and recruitment of striker-replacements by persons whose usual business is the furnishing of strike-breakers.

B.C. Hydro, Street Railwaymen Adopt Income Continuance Plan

The Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America and B.C. Hydro and Power Authority have agreed on and instituted a plan of long-term income continuance, it is reported in the *Mercer Actuarial Bulletin*. Effective January 1, benefits of 50 per cent of regular income are payable, after a six-month waiting

period, as long as a union member is unable to do his job, but not beyond age 65.

If a member is receiving benefits and engages in any other occupation, his benefits will be reduced by 40 per cent of earnings received from such other occupation.

The plan is integrated with the employer's group life insurance, pension and short-term disability plans.

LABOUR LAW

Legal Decisions Affecting Labour

Ontario Court of Appeal restores arbitration award, and in another decision, quashes Labour Relations Board's reinstatement order. U.S. Supreme Court rules Taft-Hartley Act not applicable to foreign-flag ships employing alien crew and that State courts have jurisdiction in case of picketing of such ships

In Ontario, the Court of Appeal restored an arbitration award under a collective agreement and held that mere disagreement with the arbitration board's interpretation of the collective agreement by the trial judge was not sufficient ground for quashing the board's decision.

In another decision, the Ontario Court of Appeal quashed a reinstatement order issued by the Ontario Labour Relations Board on the ground that the provisions of the Ontario Labour Relations Act regarding unfair labour practices and reinstatement in employment of a person discharged because of union activities do not apply to a person exercising managerial functions and who thus is not "employee" within the meaning of the Act.

In British Columbia, the Supreme Court, proceeding under the B.C. Arbitration Act, set aside an arbitration award on the ground of error of law on the face of the award when the arbitrators granted an employee wages for the period of his illness in disregard of a specific provision of a collective agreement and on the assumption that the agreement was silent regarding the matter of pay for periods of illness.

In the United States, the Supreme Court ruled that the National Labor Relations Act as amended does not apply to maritime operations of foreign-flag ships employing alien seamen. The decision of the National Labor Relations Board ordering a representation vote to determine a bargaining agent on such ships was therefore not valid for lack of jurisdiction.

In another decision, the U.S. Supreme Court ruled that, as the Taft-Hartley Act was not applicable to foreign-flag ships employing alien seamen, the National Labor Relations Board had no jurisdiction to consider an application by an American union charging unfair labour practices on such ships, and that a State court had jurisdiction

to entertain an action for damages and injunctive relief against a United States union for picketing during a campaign to organize foreign seamen on foreign-flag ships.

Ontario Court of Appeal...

...restores arbitration award in which the board declined jurisdiction to hear union's grievance

On June 28, 1962, the Ontario Court of Appeal allowed an appeal from a judgment of Mr. Justice Gale of the Ontario High Court quashing a decision of a board of arbitration on a dispute arising under a collective agreement. The Court of Appeal, reversing the decision of the trial judge, held that mere disagreement with the board's interpretation of the collective agreement was not a sufficient basis for quashing its decision, provided that the board's interpretation was one that the language of the agreement reasonably could bear.

Local 598 of the International Union of Mine, Mill and Smelter Workers and the International Nickel Co. of Canada concluded a collective agreement dated January 2, 1959. The agreement, by Article 7, "Adjustment of Grievances", provided in paras. 7.01 to 7.08 inclusive, under the heading "Differences between the Company and Employees," a grievance procedure respecting "any difference . . . between the company and any of the employees" arising from the interpretation, application, administration or alleged violation of the provisions of the agreement; and in para. 7.09, under the heading "Differences between Company and Union," a grievance procedure respecting "any differences arising between the Union and the Company" from the interpretation, application, administration or alleged violation of the

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

provisions of the agreement. The agreement provided also for final and binding arbitration.

A grievance was initiated by the union in a letter dated January 10, 1961, in which the union requested a meeting with company representatives under Article 7.09 of the agreement to deal with an alleged violation of the agreement in respect of the amounts said to be payable to the employees for the 1960 Christmas and New Year's pay periods.

The company took the position that the matter in dispute was essentially a difference between the company and its employees as contemplated by para. 7.01 of the agreement and could not be the subject matter of discussions and proceedings under Article 7.09 between the union and the company. The union, on the other hand, maintained that it was proceeding correctly in attempting to process the grievance according to the provisions of para. 7.09.

The matter proceeded to arbitration and again before the board the company objected to the jurisdiction of the board to hear the grievance on the ground that, since in its submission the union had proceeded under the wrong grievance procedure, the grievance was not properly before the board for arbitration and was not arbitrable by the board. The board acceded to the company's submission and dismissed the grievance on the ground that it had no jurisdiction to hear it.

In *certiorari* proceedings, Mr. Justice Gale quashed the arbitration award and held that under the collective agreement the union had the right to submit to an arbitration board any grievance which the individual employees had the right to raise, that the union could commence the proceedings under Article 7.09, and that the board was wrong in deciding that no such right existed and that it had no jurisdiction to deal with the merits of the dispute as submitted by the union (L.G., Aug. 1962, p. 959). The company appealed the judgment.

In the Court of Appeal, Mr. Justice Aylesworth noted that the arbitration board, in concluding that the grievance was not properly before them for arbitration, found:

We are dealing with a contract which provides for final and binding arbitration of any difference whatever, but provides two different and mutually exclusive procedures for the only two kinds of difference that can possibly arise under a collective agreement namely, a difference between employees as such and the company and differences between the union as such and the company.

Mr. Justice Gale, on the other hand, did not accept the interpretation that the agreement in question contemplated two types of differences which were mutually exclusive and had to be processed in separate ways. On the contrary, his opinion was that all differences could be carried to arbitration, subject to the specific terms of Articles 7.01 to 7.10 as to procedures, by either the union or an individual employee.

Mr. Justice Aylesworth referred to *Re Canadian Westinghouse Co. & Local 164 Draftsmen's Ass'n. of Ont.*, 30 D.L.R. (2d) 673, where the Court expressed the applicable principle as follows:

It is immaterial whether or not the Court from whom an order of *certiorari* is sought agrees with the interpretation given to the agreement by an arbitrator; it is sufficient to defeat the application if it can be said that the interpretation given to the agreement by the arbitrator is one which the language of the agreement reasonably will bear. The Court has no appellate function to discharge with respect to the interpretation of the agreement except to decide whether or not the interpretation applied by the arbitrator is one which, as I have said, the language of the agreement reasonably will bear.

In Mr. Justice Aylesworth's opinion the conclusion reached by Mr. Justice Gale as to the interpretation of the agreement was not the only conclusion to be reached upon the language employed therein, and the wording of the agreement could reasonably bear the interpretation given to it in the majority award of the arbitrators. Much could be said in support of the proposition that the language of the relevant provisions in the collective agreement precluded the conclusion that the majority award clearly was wrong. That the Court considered more apt some interpretation other than that given to the agreement in the majority award afforded no ground for relief by way of *certiorari*.

The Court of Appeal allowed the company's appeal and Mr. Justice Gale's order quashing the Arbitration Board's decision was set aside. *Re Sudbury Mine, Mill and Smelter Workers' Union, Local 598 and International Nickel Co. of Canada Ltd.* (1962) 35 D.L.R. (2d) Part 6, p. 371.

Ontario Court of Appeal . . .

...quashes Labour Relations Board's order that reinstated person exercising managerial functions

On June 29, 1962, the Ontario Court of Appeal allowed an appeal from a judgment of Mr. Justice Parker and quashed an order of the Ontario Labour Relations Board reinstating in employment a person exercising managerial functions.

The Court held that the provisions regarding unfair labour practices in the Ontario Labour Relations Act, and the provisions of the Act empowering the Board to issue a reinstatement order, apply only to persons who are employees or are seeking to become employees within the meaning of the Act and do not apply to a person who exercises managerial functions. Consequently, an order of the Board reinstating in employment a person who, in the Board's opinion, was exercising managerial functions should be quashed.

Mrs. Barbara Jarvis, an employee of Associated Medical Services Incorporated, was promoted in February 1960 to the position of railway claims supervisor. Subsequently she was discharged for union activities. Then she made application to the Ontario Labour Relations Board under Section 65 of the Labour Relations Act requesting reinstatement in employment for unfair discharge for alleged union activity.

Several sections of the Ontario Labour Relations Act are relevant to the issue under consideration.

Section 50 forbids an employer to "refuse to employ or to continue to employ a person . . . because the person was or is a member of a trade union or was or is exercising any other rights under this Act."

Section 65 empowers the Labour Relations Board to "determine the action to be taken by the employer . . . with respect to the employment of such person, which, in its discretion, may, . . . include reinstatement in employment" if it is satisfied that the person has been "refused employment, discharged . . . or otherwise dealt with contrary to this Act."

Section 1(3)(b) reads:

S. 1(3). For the purposes of this Act, no person shall be deemed to be an employee (b) who, in the opinion of the Board, exercises managerial functions. . . .

Section 79 (1)(b) grants the Board exclusive jurisdiction in determining whether a person exercises managerial functions.

At the hearing before the Board, the employer challenged the Board's jurisdiction on the ground that Section 65 has no application to the complaint of anyone except an employee as defined in the Act and that the complainant was not an employee as so defined.

With respect to the complainant's status, the Board ruled that at the times material to the proceedings Mrs. Jarvis was exercising managerial functions and was therefore

a person deemed not to be an employee under the terms of Section 1(3)(b) of the Act. The Board held, however, that it was empowered to take action under Section 65, and ruled that the complainant was discharged contrary to Section 50 of the Act and should be reinstated forthwith in employment.

The employer's application for an order of *certiorari* to quash the Board's decision was dismissed by Mr. Justice Parker, who held that:

A perusal of the Act indicates that in the sections dealing with bargaining rights the term used is employees, but in the sections dealing with freedom to join and participate in the activities of trade unions the term used is persons. Section 65 refers to persons and, in my opinion, gives the Board power to consider an application such as this. The findings of fact made by the Board in this case were properly within its jurisdiction.

Mr. Justice Parker's judgment was appealed by the employer. The judgment of the Court of Appeal was rendered by Mr. Justice Aylesworth, who noted that the general object and purpose of the Labour Relations Act is and has been held to be to provide a means for collective bargaining between employers and employees to the end that the employer-employee relationship shall be regulated by agreement. The objective is industrial peace.

The duties and powers of the Board generally are governed by Sections 77 and 79 of the Act. Exclusive jurisdiction is given to the Board by Section 79 (1)(b) to determine whether a person exercises managerial functions. The Board, however, is nowhere given exclusive jurisdiction to determine for itself the meaning to be attributed to Section 50 and, of course, the Board cannot, by an erroneous interpretation of any section or sections of the Act, confer upon itself a jurisdiction which it otherwise would not have.

In Mr. Justice Aylesworth's opinion the Board had erroneously extended the meaning and application of both Sections 50 and 65 of the Act.

Upon the facts as found by the Board, the complainant "for the purposes of this Act" was not an employee and the term "person" used in Section 50 could not be given so broad a meaning as to include within its purview a person who was not an employee under the Act. Section 50 refers to two classes of individuals: a person who seeks employment, i.e., who seeks to become an employee, and a person who already is an employee. This meaning of the word is quite in keeping with the general object and purposes of the Act.

On the other hand, Mr. Justice Aylesworth continued, it is neither logical or necessary to construe "person" as it appears in Section 50 as applying to anyone other than an individual seeking to become an employee or who already is an employee and we are told in plain terms by Section 1(3)(b) of the Act that someone working in a managerial capacity is not, for the purposes of the Act, to be considered an employee.

According to Mr. Justice Aylesworth the same reasoning applies to the provisions of Section 65. Again this Section deals with the same two classes of individuals: the person who is seeking to become an employee and the person who is an employee. As in Section 50, so in Section 65 it is illogical and unrealistic that "employment" should be given any wider or other meaning than referring to work as an "employee" or that "person" should be construed as including anyone other than one seeking to become an employee; if any wider meaning is given either to "person" or to "employment" the language used is given a laboured and unnecessary meaning and one that does not further the general object and purposes of the legislation.

Mr. Justice Aylesworth added that once the Board determined, as it had a right to determine, that the complainant was a person deemed not to be an employee for the purposes of the Act, it had, *ipso facto*, demonstrated its lack of jurisdiction to proceed further with the complaint. The remedy, if any, of the complainant lies in another forum.

The Court of Appeal allowed the appeal and quashed the Labour Relations Board's reinstatement order for want of jurisdiction. *Associated Medical Services Incorporated v. Ontario Labour Relations Board et al.* (1962) 35 DLR. (2d) Part 6, p. 375.

British Columbia Supreme Court...

...quashes arbitration award under a collective agreement on ground of error on face of the award

On June 11, 1962, Mr. Justice Lord of the British Columbia Supreme Court allowed an application to set aside an arbitration award regarding interpretation of a collective agreement. The Court held that the collective agreement had dealt with the matter of pay for periods of illness and the arbitration board made an error on the face of the award in finding that the agreement was silent on this matter, and in deciding that the wages should have been paid.

The dispute arose out of the refusal of the employer to pay wages to a monthly rated employee for a period of approximately two months during which time he was absent from work because of illness. The employee made a claim under the grievance provisions of the collective agreement between his union and the employer company, and the claim eventually came before a board of arbitrators.

There was no provision in the agreement for paying wages under the circumstances mentioned above. The board described the issue to be determined as follows: "The issue may be resolved into the question whether it must be taken to have been the intent of the parties bound by the collective agreement that monthly rated employees be paid during periods of absence for reason of illness so long as the employment relationship prevails."

The board noted that the company had paid three monthly rated employees for varying terms of absence in 1957 and 1958 and one of these was for illness. The company took the position that such payments were made *ex gratia* and in any event the employees were warned in December 1960 that no such payments were to be made in the future.

In reaching its decision the board relied, among other authorities, on the following passage from the judgment of Mr. Justice Pilcher in *Orman v. Saville Sportswear Ltd.* (1960). 3 All E. A. 105:

... When the written contract (of employment) is silent as to payment during absence through sickness, the employer must continue to pay his employee unless he, the employer, can satisfy the court that it is a case in which a term negating the employee's right to remuneration can properly be implied.

The ruling of the board was that the collective agreement in question was silent on the matter of payment during absence through sickness and that therefore, in accordance with *Orman v. Saville Sportswear Ltd.*, and other cases, the employer was required to continue to pay the employee.

Mr. Justice Lord in his judgment found that the collective agreement in question was not silent as to payment during absence through sickness. On the contrary, the agreement directly dealt with the matter in Article 8.05, which reads as follows:

8.05. The company shall make available to each employee who qualifies thereunder a sickness indemnity plan to provide weekly benefits of not less than forty dollars, thirteen weeks duration, commencing on the first day of an accident and on the eighth day of sickness. The company will bear one-half of the cost of such plan and the remaining one-half will be paid by the employees.

The implication of this provision was that, absence from illness having been dealt with in the agreement, no wages were to be paid except as provided for under Article 8.05. In the cases relied on by the board there was no such clause as Article 8.05 and therefore these cases, according to Mr. Justice Lord, were not applicable to the case under review.

In Mr. Justice Lord's opinion, the circumstances of the case at bar denied any suggestion of an intention of the parties that wages would be paid as found by the board.

The application to the Court in the case at bar was made under Section 14(2) of the British Columbia Arbitration Act, which provides that the Court may set aside an award where an arbitrator has misconducted himself. In *Vancouver v. Brandram-Henderson B.C. Ltd.*, (1960) S.C.R. 539, Mr. Justice Locke of the Supreme Court of Canada said:

The word "misconduct" in s. 11 of the Act of 1889 in England has been given a wide meaning

In *Kelantan Government v. Duff Development Co.*, (1923) A.C. 395, Viscount Cave L.C. at p. 411 said an award might be set aside if it appeared on the face of it that the arbitrator had proceeded on evidence which was inadmissible or on wrong principles of construction, or had otherwise been guilty of some error in law.

Mr. Justice Lord noted that the case at bar was not a reference in which a specific point of law was submitted for arbitration but was one in which a question of construction and of law arose as being material in the matter referred. In these circumstances, in his opinion, the court had the right to review the award if the board had wrongly decided these matters. In *A. G. Man. v. Kelly*, (1922) 1 A.C. 268 at p. 283 it was stated: "Where a question of law has not been specifically referred to an umpire, but is material in the decision of matters which have been referred to him, and he makes a mistake, apparent on the face of the award, an award can be set aside on the ground that it contains an error of law apparent on the face of the award."

Mr. Justice Lord concluded that the board misconstrued the collective agreement, which must be considered as part of the award, by not noting Article 8.05. This wrongful construction led to a second mistake when the Board applied certain decisions which were inapplicable. This mistake and misconception amounted to an error in law on the face of the award and, therefore, the award must be set aside. *Re Alberta Wheat Pool and Local 333 of the International Union of United Brewery*,

Flour, Cereal, Soft Drink and Distillery Workers of America, (1962) 35 D.L.R. (2d), Part 6, p. 433.

Supreme Court of the United States . . .

. . . rules jurisdiction of National Labor Relations Board does not extend to foreign-flag shipping

On February 18, 1963, the Supreme Court of the United States ruled that the National Labor Relations Board was without jurisdiction to order an election to ascertain a bargaining agent on a foreign-registered ship employing alien seamen.

The Court held that jurisdictional provisions of the Labor Management Relations Act do not extend to maritime operations of foreign-flag ships employing alien seamen, and that it is immaterial that foreign-flag ships may be part of a fleet operating in regular courses of trade between foreign and U.S. ports, or that an American corporation owns the foreign owner of the ships.

Mr. Justice Clark, who delivered the judgment of the Court, related the following circumstances of the dispute.

In 1959, the National Maritime Union of America (NMU) filed a petition with the National Labor Relations Board, seeking certification as the representative of the unlicensed seamen employed upon certain Honduran flag vessels owned by *Empresa Hondurena de Vapores, S.A.*, a Honduran corporation. The petition was filed against United Fruit Company, a New Jersey corporation owned by citizens of the United States, which is the owner of *Empresa*.

United Fruit maintains a fleet of cargo vessels that it utilizes in the trade between Central and South American countries and the United States. A portion of the fleet consists of 13 Honduran-registered vessels operated by *Empresa* and time-chartered to United Fruit. These vessels were included in the NMU's representation proceedings.

The crews in these vessels, including the officers, were recruited by *Empresa* in Honduras. They were Honduran citizens (save one Jamaican), and claimed that country as their residence and home port. The crew was required to sign Honduran shipping articles, and its wages, terms and conditions of employment, discipline, etc., are controlled by a bargaining agreement between *Empresa* and a Honduran union, *Sociedad Nacional de Marineros de Honduras*.

Under the Honduran Labour Code, only a union whose "juridic personality" is recognized by Honduras, and which is com-

posed of at least 90 per cent of Honduran citizens, can represent seamen on Honduran-registered ships. The NMU fulfilled neither requirement.

Further under Honduran law, recognition of *Sociedad* as the bargaining agent compelled *Empresa* to deal exclusively with it on all matters covered by the contract. The current agreement, in addition to its recognition of *Sociedad*, provided for a union shop, wages scales, hours of work and other conditions of employment.

United Fruit, however, determines the ports of call of the vessels, their cargoes and sailings, integrating the same into its fleet organization. Although the voyages are for the most part between Central and South American ports and those of the United States, the vessels each call at regular intervals at Honduran ports for the purpose of taking on and discharging cargo and, where necessary, renewing the ship's articles.

The National Labor Relations Board concluded from these facts that the United Fruit operated a single, integrated maritime operation within which were the *Empresa* vessels, reasoning that United Fruit was a joint employer with *Empresa* of the seamen covered by the NMU petition.

The Board concluded that the maritime operations involved substantial United States contacts, outweighing the numerous foreign contacts present. The Board held that *Empresa* was engaged in "commerce" within the meaning of the Labor Management Relations Act and that the maritime operations "affected commerce," thus meeting the jurisdictional requirement of the Act.

The Board, therefore, ordered an election to be held among the seamen signed on *Empresa* vessels to determine whether they wished NMU, *Sindicato Maritimo Nacional de Honduras*, or no union, to represent them.

The Board's decision was challenged by both *Empresa* and *Sociedad* in Federal District Courts to prevent the elections.

In the Supreme Court, Mr. Justice Clark noted that, since the parties were in agreement that the Congress has constitutional power to apply the National Labor Relations Act to the crews working foreign-flag ships, at least while they are in American waters, the issue before the Supreme Court was whether Congress had exercised that power. The decision of the Court on this point being dispositive of the case, there would be no need to deal with other questions raised by the parties and the *amici curiae*.

Regarding the application of the National Labor Relations Act and its amendments to foreign-flagships and their crews, the National Labor Relations Board has evolved a test relying on the relative weight of a ship's foreign as compared with its American contacts. That test led the Board to conclude in the case at bar that the foreign-flag ships' activities affected "commerce" and brought them within the coverage of the Act. Where the balancing of the vessel's contacts has resulted in a contrary finding, the Board has concluded that the Act does not apply.

Six years ago, the Supreme Court in *Benz v. Compania Naviera Hidalgo* (1957) considered the question of the application of the Taft-Hartley amendments to the Act in a suit for damages "resulting from the picketing of a foreign ship operated entirely by foreign seamen under foreign articles while the vessel (was) temporarily in an American port." The Court held that the Act did not apply, and pointed out that the legislative history "inescapably describes the boundaries of the Act as including only the workmen of our own country and its possessions."

Subsequently, in *Marine Cooks & Stewards v. Panama S.S. Co.* (1960), the Supreme Court held that the Norris-LaGuardia Act deprived a Federal District Court of jurisdiction to enjoin picketing of a foreign-flag ship, specifically limiting the holding to the jurisdiction of the Court "to issue the injunction it did under the circumstances shown." That case, however, cannot be regarded as limiting the earlier *Benz* holding since no question as to "whether the picketing . . . was tortious under state or federal law" was either presented or decided. Indeed, the Court specifically noted that the application of the Norris-LaGuardia Act "to curtail and regulate the jurisdiction of Courts" differs from the application of the Taft-Hartley Act "to regulate the conduct of people engaged in labor disputes."

It was contended, Mr. Justice Clark continued, that the case at bar was distinguishable from *Benz* in two respects. First, in the case under review there was a fleet of vessels, not temporarily in United States waters but operating in a regular course of trade between foreign ports and those of the United States; and, second, the foreign owner of the ships was in turn owned by an American corporation.

The Court noted that both of these points rely on additional American contacts and therefore necessarily presume the validity of the "balancing of contacts" theory of

the Board. But to follow such a suggested procedure to the ultimate might require that the Board inquire into the internal discipline and order of all foreign vessels calling at American ports.

Such activity would raise considerable disturbance, not only in the field of maritime law but in the international relations of the United States as well. In addition, enforcement of Board orders would project the courts into application of the sanctions of the Act to foreign-flag ships on a purely *ad hoc* weighing-of-contacts basis. This would inevitably lead to embarrassment in foreign affairs and be entirely infeasible in actual practice.

The question, therefore, appears to be more basic, namely, whether the Act as written was intended to have any application to foreign-registered vessels employing alien seamen.

Petitioners claimed that the language of the Act may be read literally as including foreign vessels within its coverage. But, as in the *Benz* case, they have been unable to point to any specific language in the Act itself or in its extensive legislative history that reflects such a congressional intent. Indeed, the opposite is true, as the Court found in the *Benz* case, where the Court pointed to the language of Chairman Hartley, characterizing the Act as "a bill of rights both for American working men and for their employers."

The Court continues to believe that if the sponsors of the original Act or of its amendments conceived of the application now sought by the Board, they failed to translate such thoughts into describing the boundaries of the Act as including foreign-flag vessels manned by alien crews.

Therefore, the Court found no basis for a construction that would exert United States jurisdiction over and apply its laws to the internal management and affairs of the vessels in the United States flying the Honduran flag, contrary to the recognition long afforded them not only by the U.S. State Department, but also by the Congress.

In addition, there is the well-established rule of international law that the law of the flag state ordinarily governs the internal affairs of a ship. Mr. Justice Clark referred also to the admonition of Chief Justice Marshall who, in *The Charming Betsy* case, 1804, said that "an act of Congress ought never to be construed to violate the law of nations if any other possible construction remains. . ."

Consequently, the Court concluded, as it did in the *Benz* case, that to sanction the exercise of local sovereignty under such conditions in this "delicate field of international relations there must be present the affirmative intention of the Congress clearly expressed." Since neither the Court nor the parties were able to find any such clear expression, the Supreme Court held that the Board was without jurisdiction to order the election.

However, the Court added, this is not to imply "any impairment of our own sovereignty or limitation of the power of Congress" in this field. In fact, just as the Court directed the parties in the *Benz* case to the Congress, which "alone has the facilities necessary to make fairly such an important policy decision," the Court concluded that the arguments should be directed to the Congress rather than to the Court. *McCulloch v. Sociedad Nacional de Marineros*, U.S. Supreme Court, 52 LRRM 2425 (1963).

Supreme Court of the United States. . .

. . . rules State courts have jurisdiction in cases arising from picketing of foreign-flag shipping

On February 18, 1963, the Supreme Court of the United States ruled that a State court has jurisdiction to enjoin an action for damages and injunctive relief against a United States union for picketing during a campaign to organize foreign seamen on foreign-flag ships, since such a dispute is not within the jurisdiction of the National Labor Relations Board under the Labor Management Relations Act.

This decision followed the judgment in *McCulloch v. Sociedad Nacional de Marineros* reported above. Both decisions were rendered by Mr. Justice Clark.

The circumstances of the dispute were outlined by Mr. Justice Clark. Incres Steamship Company, Ltd. is a Liberian corporation that is wholly owned by Italian nationals. It operates two Liberian-registered passenger ships, the *Nassau* and the *Victoria*, which make regularly scheduled cruises between New York City and various Caribbean ports for seven months each year. In addition, annual cruises are made to Italy, where the vessels undergo repairs and the crews take their leaves. The crews of both vessels are non-resident aliens, most of whom are Italians, and they are recruited and hired in Italy, where they sign Liberian articles.

Incres maintains its principal office in London, and it has no place of business in Liberia. It shares an office in New York

City with Ingres Line Agency, Inc., a New York corporation that is controlled by Ingres and acts as agent for its cruise business. The president of Ingres, an Italian national, who is a part-time New York resident, is also an unpaid officer and director of Ingres Line Agency. He conducts the business of Ingres from the Ingres Line Agency office when he is in New York.

The International Maritime Workers Union (IMWU) is an American labour organization formed by two other American unions for the primary purpose of organizing foreign seamen on foreign-flag ships.

In February 1960, the IMWU began a campaign to organize the seamen on Ingres' vessels. On May 13, 1960, as part of this campaign, IMWU began picketing at the pier where the *Nassau* was docked. Two days later the *Victoria*, while anchored offshore, was picketed by IMWU representatives in a launch.

The IMWU representatives persuaded some crew members of the *Nassau* not to perform their duties, and longshoremen and tugboat crews were temporarily persuaded to refrain from servicing both vessels. As a result of this activity, several cruises were cancelled.

On May 16, 1960, Ingres brought an action for damages and injunctive relief against IMWU. On the same day, IMWU filed unfair labour-practice charges against Ingres, on which the National Labor Relations Board has conducted an investigation but has not rendered a decision. The Supreme Court of New York County granted a temporary injunction and, after trial, a permanent injunction enjoining the union from picketing Ingres' vessels or from encouraging crew members to refrain from working on these vessels. The judgment was confirmed by the Appellate Division.

In the New York Court of Appeals, the decision was reversed. The Court of Appeals, applying the U.S. Supreme Court decision in *San Diego Building Trades Council v. Garmon* (1959), held that the State courts had no jurisdiction until the Board refused to act in the dispute, since it

was "surely arguable" that the Board would exercise jurisdiction under the contacts theory as applied in some previous Board decisions.

In the U.S. Supreme Court, Mr. Justice Clark, rendering the judgment, noted that in the case of *McCulloch v. Sociedad Nacional*, the Supreme Court held that the National Labor Relations Act as amended does not apply to foreign-registered ships employing alien seamen. The holding and reasoning in that case are equally applicable to the maritime operations in the case under review, leading to the conclusion that the Act does not apply.

It is true, Mr. Justice Clark continued, that the Supreme Court decision in the *Garmon* case, as applied in *Marine Engineers Beneficial Assn. v. Interlake S.S. Co.*, (1962), results in pre-emption of State court jurisdiction if a dispute is arguably within the jurisdiction of the Board. But, the Court decision in *Sociedad Nacional* clearly negated such jurisdiction of the Board.

In the *Sociedad Nacional* case, the Court was immediately concerned with the Board's jurisdiction to direct an election, and held that the Act had no application to the operations of foreign-flag ships employing alien crews. Therefore, no different result as to the Board's jurisdiction follows from the fact that the Court's immediate concern in the case under consideration was the picketing of a foreign-flag ship by an American union.

The Board's jurisdiction to prevent unfair-labour practices, like its jurisdiction to direct elections, is based upon circumstances "affecting commerce," and the Court has concluded that maritime operations of foreign-flag ships employing alien seamen are not in "commerce" within the meaning of the Act.

The Supreme Court vacated the judgment of the Court of Appeals and remitted the case for further proceedings consistent with this opinion and that in the *Sociedad Nacional* case. *Ingres Steamship Co. v. Maritime Workers*, U.S. Supreme Court, 52 LRRM 2431 (1963).

Recent Regulations, Federal and Provincial

Manitoba issues new apprenticeship rules for automobile mechanics and heavy duty equipment repair mechanics. Alberta revises regulations governing welders

New apprenticeship regulations for the trades of automobile and heavy duty equipment repair mechanics have been issued in Manitoba. The new regulations take into account the growing demand for specialists.

In Alberta, the regulations governing the examination and certification of welders were re-issued with a few changes. Three orders under the Labour Act dealt with the geophysical and oil-well service industries and female telephone operators in small exchanges.

FEDERAL

Atomic Energy Control Act

The Atomic Energy Control Board has issued, under the Atomic Energy Control Regulations, Order No. 1/200/63, the Shipping Containers Order, respecting radioactive prescribed substances. It was gazetted February 27.

"Prescribed substances" means uranium, thorium, plutonium, radioactive isotopes of other elements, deuterium and any substances containing any of these elements or isotopes.

The new Order provides that no person may ship any radioactive prescribed substance unless its shipping container meets the packaging, shielding and labelling requirements prescribed by a body having jurisdiction over the shipment by the proposed means of transport, or unless the particular shipment has been specifically approved by that body.

Where no standards have been prescribed by such a body, the container must meet the packaging, shielding and labelling requirements of the Board of Transport Commissioners for Canada for the shipment by rail of the radioactive prescribed substance being shipped. The Board, however, may exempt any particular shipment from its general requirements, subject to whatever conditions it may prescribe.

PROVINCIAL

Alberta Labour Act

Three orders under the Alberta Labour Act amending two recent orders for small telephone exchanges and for the geophysical exploration industry and revising the order for the oil-well service industry were gazetted January 31, to take effect from date of publication.

Female Telephone Operators in Small Exchanges

One amending order, Alta. Reg. 35/63, makes it clear that the weekly minimum of \$26 established for female telephone operators in small exchanges by Alta. Reg. 527/62 (L.G., Dec. 1962, p. 1397) applies to persons who regularly work 40 or more hours a week.

Geophysical Exploration Industry

The order permitting field employees in the geophysical exploration industry to work up to 208 hours in a month at straight-time rates (Alta. Reg. 529/62) was amended by Alta. Reg. 34/63 with respect to weekly rest and exemptions.

As before, every employee in the geophysical exploration industry must be given a day of rest for every six consecutive days of work, which may be accumulated up to a maximum of four in any period of 24 consecutive days of work. The amended order, however, permits rest days to be accumulated over a longer interval during the period January 1 to March 31 each year.

Another new provision added observers, recorders and surveyors to the list of employees in the geophysical exploration industry exempted from the order, from the hours provisions of the Alberta Labour Act and from the overtime provisions of the general minimum wage orders. As a result, there are no restrictions on the hours of these employees and employers are not obliged to give them a weekly rest or to pay them overtime.

Oil-Well Service Industry

The revised order for the oil-well service industry (Alta. Reg. 36/63) again permits field employees to work up to 208 hours in a month on a straight-time basis. One and one-half the regular rate must be paid after 208 hours in a month except in the first and last months of employment, when the premium rate is payable after 9 hours in a day or 48 in a week, whichever is the greater amount.

These provisions do not now apply, however, to persons engaged in directional drilling, diamond coring, directional surveys, drill stem testing, fishing or mud sales and engineering, provided not more than one person is employed in each such operation.

These employees are also exempt from the hours provisions of the Act and from the overtime provisions of the two general minimum wage orders. They are, however, subject to the weekly rest provision, which, as in the order for the geophysical exploration industry, has been amended to permit days of rest to be accumulated over a longer interval during the period January 1 to March 31 each year.

Alberta Welding Act

The regulations under the Alberta Welding Act governing the examination and certification of welders have been re-issued with a few changes (Alta. Reg. 619/62).

There are two grades of journeymen's certificates, as previously. These are the Certificate of Proficiency, First Class, which replaces the First Class Journeyman's Certificate; and the Certificate of Proficiency, Second Class, which replaces the Second Class Journeyman's Certificate. A Temporary Certificate of Proficiency replaces the former Restricted Certificate.

A new provision specifies that the holder of a Certificate of Proficiency issued under the Tradesmen's Qualification Act in the trade of sheet metal mechanic, in which trade welding is a required skill, is considered to hold a Certificate of Proficiency under these regulations authorizing him to weld in the trade of sheet metal mechanic only. A provision similar to this applies, as formerly, with respect to welding in the trade of auto body mechanic.

The regulations do not indicate any changes in the qualifications for journeymen's certificates. They do, however, empower the Department of Labour and the Board of Examiners to set the pass mark required to obtain a Certificate of Proficiency. Formerly the regulations specified a minimum mark of 60 per cent on the written examination and 75 per cent on the practical examination.

Certificates of Proficiency, other than Temporary Certificates, now remain in effect until suspended or cancelled by the Department of Labour. Previously, journeymen's certificates were required to be renewed annually.

A Temporary Certificate of Proficiency may be issued by the Department of Labour to a person subject to examination, or to a person who has obtained not less than two-thirds of the pass mark on an examination for a Certificate of Proficiency. A Temporary Certificate of Proficiency expires at the pleasure of the Department of Labour, and the holder may be required to try an examination at any time.

An applicant who fails to pass an examination will now be eligible for re-examination after three months, compared with six months as before.

Alberta Workmen's Compensation Act

Part-time secretaries, treasurers and secretary-treasurers of villages were brought under the Alberta Workmen's Compensation Act, effective January 1, 1963, by a notice of the Workmen's Compensation Board gazetted January 31, which rescinded an exemption notice published on July 15, 1949.

British Columbia Male and Female Minimum Wage Acts

In British Columbia, pupils enrolled in classes of an Occupational Programme of Studies in a public secondary school, offered in accordance with the regulations of the Department of Education and under the supervision of the local school authority, were exempted from the Minimum Wage Acts by B.C. Reg. 15/63, gazetted January 24.

British Columbia Payment of Wages Act

The Pacific Great Eastern Railway Company was exempted from the British Columbia Payment of Wages Act, which requires employers to pay their employees at least twice a month, by B.C. Reg. 24/63, gazetted February 7. The order was issued so that the wage payment practices of this railway would remain the same as those of other major railroads in Canada.

British Columbia Workmen's Compensation Act

British Columbia has amended its accident prevention regulations for explosive actuated tools. The new regulation, B.C. Reg. 181/62, issued under the Workmen's Compensation Act, amends B.C. Reg. 416/59. Gazetted December 27, it became effective January 1, 1963.

An explosive actuated tool is now defined as any tool used to apply fastenings or anchors, with the explosion of a charge providing all or part of the force.

The amendment authorizes the Workmen's Compensation Board to give written permission to allow the use of an explosive actuated tool that does not conform to the specifications set out in the regulations.

A new provision approves the use of barrel extensions for explosive actuated tools, provided that protective shields are used to confine pins or flying particles.

Manitoba Apprenticeship Act

Regulations under the Manitoba Apprenticeship Act respecting apprenticeship in the automobile and heavy duty equipment repair

mechanics' trade were gazetted as Man. Reg. 10/63 on February 16, replacing rules relating to the automobile repair and internal combustion engine mechanics' trades issued in 1950.

Besides the mechanical and body sections of the trade, the revised regulations now recognize a third, the heavy duty section, which covers repair work on heavy duty equipment used in agriculture, construction or road building.

The growing demand for specialists has also been taken into account and the mechanical and body sections of the motor vehicle repair trade have been divided into subsections. The mechanical section now has two subdivisions, electrical and fuel system repair, and wheel and chassis work. An apprentice enrolled in the body section of the trade may now specialize in either metal work or painting.

Unlike the former rules, the new regulations do not set any age limits or educational standards for apprentices nor do they provide for pre-employment training.

The term of apprenticeship remains five years, except that the new regulations do not state whether or not this includes any probationary period. As before, time credits may be granted for approved technical, vocational or trade training or for previous experience in the trade.

A new feature is that, with the consent of the employer, an apprentice who has completed three years of the five-year term of apprenticeship may now elect to complete his apprenticeship by registering as a specialist in a subsection of his section of the trade.

A certificate of qualification may again be granted to an apprentice who has completed his term of apprenticeship and has passed the technical classes and the final examinations. If an apprentice has specialized in a subsection of the trade, however, he must pass the examination in his subsection, as well as the regular examina-

tions, before he is eligible for a certificate of qualification.

Upon completion of his fourth year, including the complete technical course, an apprentice who has been allowed time credits on the recommendation of his employer may now be granted a certificate of qualification, provided he has passed the final trade tests and examinations.

As formerly, certificates of qualification may also be granted to experienced mechanics who have not served a formal apprenticeship. A person with at least seven years experience who was engaged in the trade when it was designated and who has passed the final examinations may now be granted a certificate on the recommendation of the trade advisory committee. This provision does not apply, however, if an examination board has been established in a section of the trade under the Tradesmen's Qualifications Act.

The ratio of apprentices to mechanics has been changed. An employer who is himself a mechanic (a person recognized by the trade advisory committee as a journeyman) or who employs a mechanic may have one apprentice. For the next mechanic in his employ, he may engage one additional apprentice and for each additional two mechanics, one apprentice. Beyond this ratio, additional apprentices may be employed only on the recommendation of the trade advisory committee.

Wages for apprentices may not be less than the specified percentages of the wages paid to mechanics employed in the same establishment or of the average wage as shown in the last wage survey conducted by the Department of Labour, whichever is the higher. For the first 12 months the percentage is 40 per cent, increasing by 10 per cent every 12 months to 80 per cent in the fifth 12-month period.

The wages of apprentices for overtime hours are to be adjusted on the same basis as wages for journeymen working for the same employer in the same area.

Increases in statutory minimum wage rates were enacted in five state legislatures in the United States in 1962. Only 22 state legislatures held regular sessions during the year.

Cash benefits under workmen's compensation laws were raised in eight states, and coverage was extended to radiation disability by one state. Three states took action for the control of radiation hazards, and five states improved or extended their laws to control other types of occupational hazards.

New York and West Virginia enacted laws dealing with employment problems of school drop-outs.

New Jersey prohibited age discrimination in employment; New York, racial discrimination in apprentice training programs. Arizona provided for equal pay for equal work.

Five states prohibited payments to unions for the "piggyback" rail transportation of vehicles.

UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants at end of January up almost 20 per cent from total at end of December but nearly same as at end of January 1962, latest statistics show*

Claimants for unemployment insurance benefit numbered 703,100 on January 31. This figure was about 20 per cent higher than the total of 592,000 on December 31 but was nearly the same as that on January 31, 1962.

As usual at this time of the year, the increase from the previous month was predominantly among males. The number of male claimants increased by 20 per cent, from 464,007 to 557,540, and males made up 84 per cent of the total increase. The number of female claimants increased by 16 per cent, from 127,958 to 145,341.

Seasonal benefit claimants at the end of January numbered 159,279 compared with 95,338 on December 31, and they made up nearly 60 per cent of the total increase in claimants. As a proportion of the total number of claimants, male claimants for seasonal benefits increased, but male claimants for regular benefit declined.

Initial and Renewal Claims

Initial and renewal claims filed in January numbered 319,400, almost the same as during both December and January 1962.

Of this total, some 265,500, or 83 per cent, were associated with separations from employment during the month. In December this percentage was more than 90.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in January was estimated at 536,900, compared with 316,700 in December and 560,100 in January 1962.

Payments during the month amounted to \$58,600,000, compared with \$31,100,000 in December and \$57,800,000 in January 1962.

The average weekly payment was \$24.79 in January, \$24.54 in December and \$24.57 in January 1962.

* See Tables E-1 to E-4, page 350.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

Insurance Registrations

Insurance books or contribution cards have been issued to 4,991,976 employees who have made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1962.

At January 31, registered employers numbered 339,105 a decrease of 193 since December 31, 1962.

Enforcement Statistics

During January, 9,974 investigations were conducted by enforcement officers across Canada. Of these, 6,045 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 276 were miscellaneous investigations. The remaining 3,653 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 338 cases, 63 against employers and 275 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,769.*

* These do not necessarily relate to the investigations conducted during this period.

The Unemployment Insurance Commission announced last month that arrangements have been made to provide adequate financial support for the Unemployment Insurance Fund, should it be needed. All those who are entitled to unemployment insurance benefit are assured that there will be no delay or inconvenience experienced in regard to such payments.

The loan of \$25,000,000 already authorized by Parliament is available, and further financing will be provided if, and when, required, the Commission said.

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in January totalled \$31,387,634.93, compared with \$29,478,741.19 in December and \$30,371,516.41 in January 1962.

Benefits paid in January totalled \$58,559,875.69, compared with \$31,086,590.36 in December and \$57,799,309.93 in January 1962.

The balance in the Fund on January 31 was \$71,803,065.26; on December 31, 1962, it was \$98,975,326.02 and on January 31, 1962 it was \$135,877,305.03.

Monthly Report on Placement Operations of the National Employment Service

Placement operations of the National Employment Service declined in February from the record set in February 1962 but remained above postwar average levels. Vacancies also were fewer than a year earlier.

Placements of women increased over the February 1962 total by 4.7 per cent and placements of men decreased by 18.9 per cent. Total placements during February 1963, at 63,000, were less than during the same month last year by 11.4 per cent, although they remained higher than in any other postwar February.

Vacancies followed much the same pattern as placements. Vacancies for women increased in February 1963 over 1962 by 4.6 per cent to a total of some 32,000, and vacancies for men decreased by 16.4 per cent to a total of 47,000, the resulting total of 79,000 being a reduction from February last year of 9.1 per cent.

During the first two months of 1963, some 171,000 vacancies were notified to local

employment offices. With the exception of 1962, this cumulative total was higher than in any corresponding period since 1951.

Some 2,700 or 4.3 per cent of the placements effected during February involved the movement of workers from one local office area to another. This was a smaller total than during February last year, but a larger proportion of total placements.

Regionally, February placements were as follows:

Atlantic	4,800
Quebec	18,500
Ontario	23,300
Prairie	10,700
Pacific	5,700

As year-to-year declines in placement activity were recorded in both January and February, 1963 placement operations seem to be levelling out to a point between the records set in 1961 and 1962.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2103, January 17, 1963

Summary of the Main Facts: The claimant, a married woman residing in a paper-mill town in British Columbia, applied for benefit at the Vancouver local office of the Unemployment Insurance Commission on May 28, 1962. She had worked as a switchboard operator for a telephone company in her home town from October 21, 1956 to May 19, 1962, when she became separated from her em-

ployment because of the "conversion to dial system." Her rate of pay at the time was \$10.91 a day.

The local office commented that the claimant showed experience only as a telephone operator, no typing or other office experience. The Employment Officer stated that opportunities of employment as a switchboard operator without added skills were practically nil in Vancouver and assumed the same would apply in the

claimant's town. Also, employers are not particular about hiring married women but single girls are much easier to place, he said.

A benefit period was established, however, effective May 27 and, as there was no evidence that the claimant was restricting her availability to her registered occupation, her claim was allowed.

On a questionnaire from the local office, in answer to questions about other types of work beside that of a switchboard operator that would be acceptable, efforts she had made on her own to secure such employment, and about prospects in the area where she lived, the claimant wrote: "I am not trained for any other type of employment."

The insurance officer disqualified the claimant and suspended benefit from June 17 on the ground that she was not available for work as she was restricting herself to one employment that was "not currently available" (section 54(2)(a) of the Act).

On July 12, the claimant appealed to a board of referees and stated that she had made formal application for work at a transit company in her home town, and informal application or work at the office of the union Local.

A board of referees heard the case in Vancouver on July 31. The claimant was neither present nor represented at the hearing. The unanimous decision of the board reads:

... Apart from stating that the claimant had made two applications for work in [her home town], there is no evidence to indicate that the claimant has widened her sphere of availability and capability, nor does she give any evidence as to what her prospects for employment are in that area. Therefore, the Board has no grounds on which it can disagree with the decision of the insurance officer. We confirm indefinite disqualification under section 54(2)(a) of the Act, commencing 17 June, 1962 and the appeal is disallowed.

On September 18, the Federation of Telephone Workers of B.C. (Traffic Division), of which the claimant is a member, appealed to the Umpire on the grounds stated by the claimant in the appeal form (UIC 575A). On that form she said that she did not believe she was restricting herself to one type of employment. The fact that she had made applications at the transit company and at the union office, and since August 1 had part-time work for a three-week period at another company and for three weeks up to September 21, had relieved as a telephone agent for a third company proved that she was not restricting herself to switchboard operating.

"I have made a sincere effort to find steady employment in various types of work here."

In a statement of observations, dated October 3, for consideration by the Umpire, the Chief of the Adjudication Division of the Unemployment Insurance Commission said:

1. The Unemployment Insurance Act imposes on the claimant the burden of proving that she is available for work. The requirement of being available for work implies that the claimant must be able, willing and ready to take immediately any suitable employment for which there is a normal demand in the labour market (CUB 1620). There the claimant's availability is restricted, the claimant also has the burden of proving that there are reasonable prospects on the existing labour market of finding work of the restrictive nature she is willing to accept (CUB 1853).

2. The claimant in this case restricted her availability to employment as a switchboard operator as evidenced by her reply to [the questionnaire]. She failed to show that there are reasonable prospects of employment in this occupation, in view of the change to the dial system, although the specific question was asked her in [the questionnaire].

3. In connection with the appeal to the Umpire made by the union, the claimant has indicated for the first time that she may be prepared to take other types of work. It is submitted that the board of referees made the proper assessment of the evidence in this case in concluding that the claimant had failed to prove that she was available for work as required.

Considerations and Conclusions: There is evidence that shortly after the claimant stated she had made application for work in her home town she found work there through her own efforts and, in fact, accepted two employments of a kind other than in her usual occupation. This, in my view, is sufficient to show (1) that the insurance officer erred in his finding that the claimant was "restricting herself to one employment," and (2) that the comments made by the local office on the conditions of the labour market in that place were not based on actual facts.

It would therefore appear that, as the claimant found the employments in question after the date on which the board of referees dealt with the case, it could not but misinterpret the claimant's statements and based its decision on erroneous findings of fact.

In view of the foregoing, I consider that the evidence contained in the record is sufficient to show that the claimant was available for work as from June 17, 1962. I consequently decide to allow the Federation's appeal.

Decision CUB 2111, January 30, 1963

Summary of the Main Facts: On August 15, 1962, the claimant, a married woman, filed an initial application for benefit and

registered for employment as a machine filler. She had worked as a packer for a company that in April 1962 had moved from Montreal to a suburban location; she had worked for the company from June 15, 1958 until August 8, 1962. Her wage rate was \$54 a week.

Giving her reason for leaving her employment, she said that the trip back and forth to the company's new location was too long. There was no bus service, and she had been making the trip with fellow workers. In addition she was three months pregnant; she expected her confinement about February 13, 1963.

She said also that she would like to work in a laboratory as near as possible to her home and would accept a salary of \$40 a week.

The employer stated that the claimant had left her employment because of her condition and also because it was "too far to travel."

The claimant produced a medical certificate dated August 17, 1962, in which the doctor states that she is pregnant and should bear a child about February 13, 1963.

On August 28, 1962, the insurance officer disqualified the claimant from receiving benefit from August 12 to September 15, 1962, being of the opinion that she had voluntarily left her employment without just cause (Section 60(1) of the Act). The insurance officer also disqualified her for not having proved that she was available since August 12, because she had deliberately left her employment on account of her pregnancy (Section 54(2)(a) of the Act).

On September 19, the claimant sent to the local office another medical certificate, dated September 17, which said that she could do light work until the month of December.

On the same day she appealed to the board of referees. In her reasons for appeal she acknowledged that she had deliberately left her employment but, rather than without reason as the insurance officer said, for the reason that it was too far to travel and there was no bus service from Montreal. She explained that she had to rely on whoever was available to take her to work, that there was only one person living near her who made the trip, and that even after obtaining a ride with him she had to travel an hour or an hour and a half by bus. Having worked for the company for four years, she would still have been there had they not moved so far away, she said.

Her willingness to accept a reduction of \$14 a week proved that she was available and prepared to work, she said.

As far as my physical condition is concerned, my doctor does not advise me not to

work, and on the contrary, he says that I am used to this routine and that it is not too difficult in spite of my condition, since we work seated more often than standing and the exercise does me good . . .

On October 10, the board of referees heard the claimant's appeal in her presence. The majority decision of the board was:

The board of referees, having heard the claimant, is of the majority opinion that the claimant voluntarily left her employment without just cause and that she did not prove herself to be available for employment since August 12, 1962 . . .

The dissenting member of the board of referees said, "I find that the trip was extremely difficult, much more so than a normal trip to work. This is why I would have rescinded the insurance officer's decisions."

On October 12, the claimant lodged an appeal with the Umpire.

Considerations and Conclusions: The main reason that the claimant gave to explain why she voluntarily left her employment when she was about three months pregnant is that the trip from her home to her place of work was too long and too difficult. However, as she furnished no medical or other evidence whatsoever to establish that the trip could endanger her health or that of the child she was carrying, I consider that she has not proved satisfactorily that she had just cause for leaving her employment, and I decide to confirm the majority decision of the board of referees on this point.

As to the disqualification for not being available for work, which was imposed under Section 54(2)(a) of the Act, there is evidence that the claimant was capable of work in her usual occupation, and that she was prepared to accept employment in that occupation even at a much less advantageous wage rate. The only restriction on her availability was that the employment had to be temporary and "as near as possible" to her home. However, the record contains no information whatsoever on the opportunities of employment that the labour market might have offered her under these conditions. In the absence of evidence to the contrary, it must be assumed that in a city the size of Montreal there are opportunities of employment of the type that she wanted.

In view of the foregoing, I am of the opinion that the claimant has proven satisfactorily that she was available for work as from August 12, 1962, and I so decide.

But for what I have just decided regarding the claimant's availability, I dismiss her appeal.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during February Works of Construction, Remodelling, Repair or Demolition

During February the Department of Labour prepared 123 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 76 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 81 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Departments of Defence Production, Fisheries, Mines and Technical Surveys, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in February for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd.	1	\$ 16,589.75
Defence Production	141	335,515.00
Post Office	9	130,174.93
Royal Canadian Mounted Police	10	150,377.04

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during February

During February the sum of \$4,329.39 was collected from nine contractors for wage arrears due their employees as a result of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 73 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during February

Central Mortgage and Housing Corporation

Ville St Laurent Que: Langsner-Fuhrer Inc, repairs to heating system, Parc Royal Project. *Pinawa Man:* A M Kelly & Son Ltd, stockpiling of gravel (Job 35). *Saskatoon Sask:* G Barker Construction Ltd, construction of 110 housing units (FP 1/62).

In addition, this Corporation awarded 13 contracts containing the General Fair Wages Clause.

Department of Citizenship and Immigration

Sioux Lookout Indian Agency Ont: Hakala Construction, construction of residence & water supply system, Sandy Lake IDS.

Defence Construction (1951) Limited

Cornwallis N S: Wylie P Hazelwood Ltd, fire retardant coating within various bldgs, HMCS *Cornwallis*; Shelburne Contracting Ltd, replacing wood foundations with concrete foundation walls (4 bldgs), HMCS *Cornwallis*. *Longue Pointe Que:* Matco Ltd, supply & installation of flame safeguard systems for five boilers. *Gloucester Ont:* Shore & Horwitz Construction Co Ltd, construction of garage, HMCS *Gloucester*. *Hamilton Ont:* Burton Ford & Sons Ltd, supply & installation of fire alarm system, HMCS *Star*. *Shirley Bay Ont:* Hansa Construction Ltd, fire hall extension, DRB. *Penhold Alta:* Burns & Dutton Construction (1962) Ltd, supply & installation of water main & valve chamber, RCAF Station. *Esquimalt B C:* G H Wheaton Ltd, alterations to Bldg 89, HMCS *Naden*. *Patricia Bay B C:* H B Contracting Ltd, renewal of water distribution system. *Various locations:* Seven contracts in the restricted category.

In addition, Defence Construction (1951) Ltd awarded two contracts containing the General Fair Wages Clause.

Department of Defence Production

Bedford N S: J Mahar & Son Co Ltd, installation of lighting standards, South Section, & modification of existing lighting, North Section of Jetty, RCN Magazine. *Cornwallis N S:* Wylie P Hazelwood Ltd, fire retardant painting, Bldg #345, HMCS *Cornwallis*; Wylie P Hazelwood Ltd, fire retardant painting, Bldg #34-11, HMCS *Cornwallis*; Wylie P Hazelwood Ltd, fire retardant painting, Bldg #34-12, HMCS *Cornwallis*; Shelburne Contracting Ltd, renewal of asphalt shingles, Bldg #9, HMCS *Cornwallis*; Shelburne Contracting Ltd, renewal of asphalt shingles, Bldg #31-1, HMCS *Cornwallis*; Shelburne Contracting Ltd, renewal of asphalt shingles, Bldg #31-2, HMCS *Cornwallis*. *Dartmouth N S:* J P Porter Co Ltd, dredging of berthing area, Gun Wharf, RCN Armament Depot. *Halifax N S:* Bryant Flooring Ltd, installation of linoleum in certain areas, Hospital Bldg #S26, HMCS *Stadacona*; Martin & Moore Ltd, fire retardant painting, Bldg #S-12,

"B" Mess, HMCS *Stadacona*: Walker & Hall Ltd, reconstruction of dry stone wall & sodding, playing field site, HMCS *Stadacona*. *Shearwater N S*: J L McNamara, renewal of floor coverings in various bldgs, RCN Station. *Saint John N B*: John A Kennedy & Co Ltd, installation of fire alarm system, Armoury, Barrack Green. *Senneterre Que*: Michel Rivard Ltee, supply & installation of vinyl floor, RCAF Station. *Camp Borden Ont*: Ontario Millwrights, modification to sewage lift station, RCAF Station.

In addition, this Department awarded 29 contracts containing the General Fair Wages Clause.

Department of Fisheries

This Department awarded one contract containing the General Fair Wages Clause.

Department of Mines and Technical Surveys

This Department awarded one contract containing the General Fair Wages Clause.

National Harbours Board

Montreal Harbour Que: Atlas Construction Co Ltd, construction of watermain & concrete envelope to watermain, & demolition of old Wheel House, Section 1A, Champlain Bridge.

Department of Northern Affairs and National Resources

Prince Edward Island National Park P E I: Scotia Sprinklers Ltd, supply & installation of sprinkler system, Dalvay House, Park Headquarters Area. *Amherstburg Ont*: Len Duby Electric, rewiring Hough House, Fort Malden.

Post Office Department

This Department awarded one contract containing the General Fair Wages Clause.

Department of Public Works

Bell Island Nfld: Avalon Construction & Engineering Co Ltd, repairs to fender system. *Dartmouth N S*: The Foundation Co of Canada Ltd, wharf extension (part "B"). *Halifax N S*: Diamond Construction (1961) Ltd, repairs to quay wall "C", HMC Dockyard. *Little Shippegan N B*: La Construction de St Paul Ltee, reconstruction of ferry ramp. *Saint John N B*: Building Services Ltd, cleaning windows of federal bldgs. *Cowansville Que*: B & M Constructors Ltd, preliminary groundworks (phase 1), Medium Security Institution. *Montreal Que*: Allied Building Services (1962) Ltd, cleaning interior of National Revenue Bldg. *Quebec City Que*: Mercury Maintenance Services Ltd, interior cleaning, New Postal Terminal Bldg. *Sainte Foy Que*: Roger Vezina, installation of basement partitioning & mechanical ventilation system, DVA Hospital. *St Isidore Que*: Les Entreprises Jean R Denoncourt Enrg, construction of post office bldg. *Verdun Que*: Allied Building Services (1962) Ltd, cleaning interior, etc, New Unemployment Insurance Commission Bldg. *Carleton Place Ont*: Sirotek Construction Ltd, construction of federal bldg. *Howkesbury Ont*: Twin City Electric, installation of electric lighting system, Perley Bridge. *Kingston Ont*: T A Andre & Sons Ltd, reconstruction of exterior security wall (North Section), Kingston Penitentiary. *Ottawa Ont*: Quebec Window & Interior Cleaning Co Ltd, cleaning interior of Surveys & Mapping Bldg, Booth St; John Shore Construction Ltd, reconditioning of doors & related work, Centre Block, Parliament Bldgs; Sanco Ltd, cleaning interior of three bldgs (Finance-Administration-Purchasing & Stores), Post Office Dept, Confederation Heights; L Beaudoin Construction Ltd, supply & installation of partitioning with related work, Room 108, DBS, Tunney's Pasture; Allied Building Services (1962) Ltd, cleaning interior of Trade & Commerce Bldg, Wellington St; Allied Building Services (1962) Ltd, cleaning interior of post office, workshops & laboratories, Confederation Heights. *Pigeon River Ont*: Barnett-McQueen Co Ltd, construction of Customs examining warehouse & office, including site development. *Smiths Falls Ont*: Able Construction Co Ltd, construction of federal bldg for Post Office & CBC. *Waterloo Ont*: Dunker Construction Ltd, construction of federal bldg. *Stony Mountain Man*: Nesplak Ltd, repairs & additions to existing water system, Manitoba Penitentiary. *Winnipeg Man*: Allied Building Services (1962) Ltd, cleaning interior of general post office bldg. *Saskatoon Sask*:

(Continued on page 336)

PRICES AND THE COST OF LIVING

Consumer Price Index, March 1963

The consumer price index (1949=100) was unchanged at 132.1 between February and March.* The March index was 1.9 per cent above the March 1962 index of 129.7.

A decrease in the food index offset increases in the housing and clothing indexes. The transportation, health and personal care, recreation and reading, and tobacco and alcohol indexes were unchanged.

The food index declined 0.4 per cent from 135.4 to 128.9 as a result of further substantial price decreases for beef. Other price declines were generally limited to pork, fats, fresh tomatoes, lettuce, bananas and grapefruit. Higher prices were reported for eggs, sugar, jam, oranges and orange juice, and most fresh vegetables.

The housing index increased 0.1 per cent from 135.9 to 136.0; the shelter component was unchanged but the household operation component was higher. In shelter, a fractional increase in the home-ownership index was not sufficient to move the index and the rent index was unchanged. Higher prices for furniture, floor coverings and household supplies moved the household operation index.

The clothing index rose 0.7 per cent from 114.8 to 115.6, reflecting higher prices for men's, women's and children's wear, and footwear. Lower prices were recorded for piece goods and clothing services.

The transportation index was unchanged at 139.6; a decline in the automobile operation component balanced a rise in the local transportation component. In automobile operation, lower prices for gasoline, batteries, tires and mufflers offset higher prices for motor oil, lubricating, brake relining and repairs. Higher bus fares in one eastern Canadian city moved the local transportation index.

The health and personal care, recreation and reading, and tobacco and alcohol indexes remained at their February levels of 159.9, 148.6 and 118.0 respectively.

Group indexes in March 1962 were: food 124.4, housing 134.0, clothing 112.9, transportation 139.9, health and personal care 157.2, recreation and reading 146.7, and tobacco and alcohol 117.5.

* See Table F-1, page 352.

City Consumer Price Indexes, February 1963

Consumer price indexes (1949=100) rose between January and February in five of the ten regional cities, fell in three, and remained unchanged in two.*

Food indexes rose in six cities—increases ranged from 0.1 per cent in Edmonton-Calgary to 1.7 per cent in St. John's—were lower in two cities and unchanged in two. Three indexes for housing were higher, two lower, and five unchanged. In two cities the clothing indexes were up, in four they were down, and in four they were unchanged. Transportation indexes rose in six cities, fell in three, and remained unchanged in the other. The indexes for health and personal care were higher in five cities and lower in five. Recreation and reading indexes were unchanged in seven cities, two decreased and one increased. The indexes for tobacco and alcohol were higher in three cities but unchanged in the other seven.

Point changes in the regional indexes between January and February (percentage changes in parentheses) were: St. John's +0.7 (0.6%) to 119.0†; Vancouver +0.5 (0.4%) to 131.6; Saint John +0.3 (0.2%) to 132.7; Ottawa +0.3 (0.2%) to 133.2; Toronto +0.3 (0.2%) to 133.8; Winnipeg -0.2 (0.2%) to 129.8; Saskatoon-Regina -0.2 (0.2%) to 128.1; Edmonton-Calgary -0.1 (0.1%) to 127.4. Halifax and Montreal remained unchanged at 130.9 and 132.4 respectively.

Wholesale Price Index, February 1963

The general wholesale index (1935-39=100) eased down to 242.7 in February, 0.1 per cent lower than the January index of 242.9 but 2.4 per cent higher than the February 1962 index of 237.1. Decreases in two major groups outweighed increases in the other six groups.

Animal products group index was chiefly responsible for the downward movement of the general wholesale index in February, as it dropped 1.8 per cent to 256.2 from 260.9. A decline of 0.2 per cent to 253.2 from 253.6 occurred in the iron products group index.

* See Table F-2, page 352.

† On base June 1951=100.

Vegetable products group index advanced 0.8 per cent to 222.4 from 220.7, the textile products group index increased 0.4 per cent to 246.8 from 245.9, and the following four major group indexes advanced 0.1 per cent or less: wood products to 320.6 from 320.2; non-metallic minerals to 189.5 from 189.3; non-ferrous metals to 195.8 from 195.7; and chemical products to 189.3 from 189.2.

The index of Canadian farm product prices (1935-39=100) moved down 1.1 per cent, from 228.5 to 226.1, in the four-week period ended February 22. The animal products index declined 2.9 per cent but the field products index advanced 2.1 per cent.

The residential building materials price index (1935-39=100) edged up to 297.7 in February from 297.4 in January; on the 1949 base it rose to 130.6 from 130.4. The non-residential building materials price index (1949=100) moved up to 133.7 from 133.5.

U.S. Consumer Price Index, February 1963

The United States consumer price index (1957-59=100) rose by 0.1 per cent, from 106.0 in mid-January to 106.1 in mid-February, to equal the record high set in September 1962. The index had dropped to 105.8 in December but has been rising since. The increase in the month was attributed to rising prices for citrus fruits and fresh vegetables—the result of the crop loss caused by the severe winter—and for clothing.

The index one year earlier was 104.8, and the average for the year 1962 was 105.4.

British Index of Retail Prices, January 1963

The British index of retail prices (Jan. 16, 1962=100) rose from 102.3 to 102.7 between mid-December and mid-January. The rise during the month was due mainly to increases in prices of fresh vegetables, other than tomatoes; the food index rose about 1.5 per cent.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 174

Accident Prevention

1. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Plant Safety*. Washington, 1962. Pp. 13.

Examines the plant safety program, administration, rules, awards, promotion, and evaluation. Based on replies from 147 personnel and industrial relations executives.

2. CANADA. DEPARTMENT OF LABOUR. INDUSTRIAL RELATIONS BRANCH. LABOUR-MANAGEMENT CO-OPERATION SERVICE. *Let's discuss*. Ottawa, Queen's Printer, 1962. Pp. 24.

"... Contains a representative collection of 'Let's Discuss' bulletins published by the Labour-Management Co-operation Service of the Department of Labour." Some of the topics discussed in this booklet are fire prevention, plant housekeeping, care of material and

equipment, ideas and their use, safety, waste, absenteeism, plant safety, rumours, and labour-management co-operation.

3. PRESIDENT'S CONFERENCE ON OCCUPATIONAL SAFETY. 8TH, WASHINGTON, D.C., 1962. *Proceedings*, March 6-8, 1962. Washington, U.S. Dept. of Labor, Bureau of Labor Standards, 1962. Pp. 323.

Some of the topics discussed at this Conference were: the role of the schools in advancing worker safety; research in safety and its application; safety in agriculture; safety in materials handling; transportation, railroads and stevedoring; construction safety; safeguarding the public employee; selling safety through associations in the trades and services industries; and, off-the-job safety.

4. U.S. BUREAU OF LABOR STANDARDS. *Mechanics for the Safety Man*. Washington, GPO, 1962. Pp. 21.

Intended to help the safety man understand some of the laws and principles of mechanics and to use them in solving problems in industrial safety.

Discrimination in Employment

5. CONFERENCE OF COMMUNITY LEADERS ON EQUAL EMPLOYMENT OPPORTUNITY, WASHINGTON, D.C., 1962. *The American Dream—Equal Opportunity; Report on the Community Leaders' Conference sponsored by President's Committee on Equal Employment Opportunity*, Washington, D.C., May 19, 1962. Washington, GPO, 1962. Pp. 56.

Representative community leaders were invited to this conference to hear a progress report on the activities of the President's Committee on Equal Employment Opportunities and to offer suggestions on how schools and communities can improve job opportunities for young people.

6. U.S. BUREAU OF LABOR STATISTICS. *Antidiscrimination Provisions in Major Contracts, 1961* Washington, GPO, 1962. Pp. 17.

Describes the prevalence and characteristics of antidiscrimination provisions in major collective bargaining agreements in effect in 1961. Also contains illustrative antidiscrimination clauses from selected union constitutions.

Economic Conditions

7. BOWIE, ROBERT RICHARDSON. *The European Economic Community and the United States* [by Robert R. Bowie and Theodore Geiger] Subcommittee on Foreign Economic Policy of the Joint Economic Committee, Congress of the United States. Washington, GPO, 1961. Pp. 60.

At head of title: 87th Cong., 1st sess. Joint committee print.

This report attempts "to analyze the implications of European integration and the Common Market for U.S. policy."

8. GINSBURG, NORTON SYDNEY. *Atlas of Economic Development. With a Foreword by Bert F. Hoselitz, and Pt. 8, a Statistical Analysis by Brian J. L. Berry.* Chicago, University of Chicago Press, 1961. Pp. 119.

Contains 48 maps, with accompanying text and tables, which show 140 countries. "These maps present the geographic distributions of factors which can be measured quantitatively, such as gross national product, exports and imports; factors which are non-monetary, such as yields of agricultural products and consumption of steel; demographic factors, such as population density and distribution in rural and urban areas." In conclusion there is a chapter, "Basic Patterns of Economic Development."

9. MICHIGAN. UNIVERSITY. SURVEY RESEARCH CENTER. *Income and Welfare in the United States; a Study* [by] James N. Morgan [and others] New York, McGraw-Hill [c1962] Pp. 531.

Presents the results of a national research program carried on by the Survey Research Center of the University of Michigan's Institute for Social Research. This is a study of the factors that determine family income.

10. UNITED NATIONS. SECRETARY-GENERAL, 1961- (THANT). *The Capital Development Needs of the Less Developed Countries; Report.* New York, Dept. of Economic and Social Affairs, United Nations, 1962. Pp. 53.

Reviews "the available estimates of the external capital needs of the less developed countries in the light of data on the recent flow of such capital and the activities of existing institutions in fulfilling these needs."

Education, Vocational

11. CANADA. DEPARTMENT OF LABOUR. *An Analysis of Residential Oil Burner Installation and Servicing.* Prepared by a National Committee appointed by the Department of Labour. Ottawa, Queen's Printer, 1962. Pp. 60.

Contains a breakdown of operations involved in residential oil burner installation and servicing and an outline of knowledge required for each operation.

12. CANADA. DEPARTMENT OF LABOUR. *An Analysis of the Lineman Trade, Electrical Power Utility.* Prepared by a National Committee appointed by the Department of Labour. Ottawa, Queen's Printer, 1962. Pp. 176.

Describes the operations involved in the lineman trade, with an outline of knowledge required for each operation.

13. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL EDUCATION. *The Preparation of Teachers; a Survey of Supervised Teaching Programs in 1957-58,* by George L. O'Kelley. Washington, GPO, 1961. Pp. 75.

Employees—Training

14. BRITISH INSTITUTE OF MANAGEMENT. *Management Training Techniques; Proceedings of a Conference held at . . . London . . . 8 June 1961.* London, 1962. Pp. 68.

Chairman: C. G. Simpson, Director-General of Staff, National Coal Board.

This conference was organized by the Management Development Sub-Committee of the British Institute of Management. Four techniques in management training which were discussed were (1) case studies and projects, (2) business games, (3) role-playing, and (4) group dynamics.

15. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Training Rank-and-File Employees.* Washington, 1962. Pp. 13.

Based on information received from 114 personnel and industrial relations executives. Contents: Introduction. Extent of Training. Organization of Training Programs. Training Methods. Training Aids. Retraining Programs. Evaluation & Benefits.

Employees' Benefit Plans

16. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Employee Savings Plans in the United States,* by Harland Fox and Mitchell Meyer. New York, 1962. Pp. 100.

"In an employee savings plan a participant voluntarily contributes some percentage of his salary and the company matches all or part of these savings. All contributions are put into a qualified trust and invested (in most cases in company stock) for deferred distribution." This study is based on 97 employee savings plans in 94 companies.

17. U.S. BUREAU OF LABOR STATISTICS. *Pension Plans under Collective Bargaining; Benefits for Survivors, Winter 1960-61.* Washington, GPO, 1962. Pp. 26.

“... Analyzes the principal forms of survivor protection, including death benefits, the return of worker contributions, and survivor options, in 300 selected pension plans under collective bargaining.”

Industrial Relations

18. ASIAN REGIONAL SEMINAR ON THE PREVENTION AND SETTLEMENT OF INDUSTRIAL DISPUTES, KUALA LUMPUR, 1961. *Prevention and Settlement of Industrial Disputes in Asia. Documents submitted to and Report of an Asian Regional Seminar (Kuala Lumpur, 7-19 December 1961)*. Geneva, International Labour Office, 1962. Pp. 266.

The following topics were discussed at this Seminar: 1. Types of Industrial Disputes. 2. Direct Negotiations or Arrangements between the Parties. 3. Voluntary and Compulsory Conciliation. 4. Conciliation by Individuals. 5. Conciliation Boards or Committees. 6. The Initial Stage of Conciliation Process; the Role of the Conciliation Officer. 7. Possible Alternatives in Case of Failure of Conciliator's Efforts. 8. Other Methods of settling Disputes. 9. Handling of Strike or Lockout Situations by Government Industrial Relations Services. 10. Promotion of Good Labour-Management Relations through Special Government Services and Activities.

Includes a contribution by a Canadian expert-consultant: “*The System of Prevention and Settlement of Industrial Disputes in Canada*,” by Bernard Wilson, Director, Industrial Relations Branch, Federal Department of Labour.

19. ONTARIO. ROYAL COMMISSION ON LABOUR-MANAGEMENT RELATIONS IN THE CONSTRUCTION INDUSTRY. *Report*. Toronto, 1962. Pp. 79.

H. Carl Goldenberg, Commissioner.

Recommendations are made regarding amendments to the Labour Relations Act of Ontario; minimum wages and maximum hours; protection of wages; vacations with pay; apprenticeship; year-round employment, etc.

Industry

20. GREAT BRITAIN. CENTRAL STATISTICAL OFFICE. *Standard Industrial Classification*. 2d ed. London, HMSO, 1958. Pp. 34.

21. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Recent Changes in Manufacturing Capacity*, by Daniel Creamer. Assisted by Delos R. Smith. New York, 1962. Pp. [55].

Brings up to date some information in *Capital expansion and capacity in postwar manufacturing*, Studies in business economics, no. 72 (published by the NICB in 1961). Contents: Estimates in 1954 Prices. Changes in the Real Stock of Net Fixed Capital. Changes in Real Peak Output. Changes in the Net Fixed Capital-Output Ratio. Changes in the Gross Fixed Capital-Output Ratio. Changes in Capacity. Capacity Utilization. Some Comparisons with Other Measures.

International Labour Organization

The following three reports were prepared by the International Labour Office for the 7th Session of the ILO Metal Trades Committee.

22. INTERNATIONAL LABOUR ORGANIZATION. METAL TRADES COMMITTEE. *General Report*. Report 1. Geneva, 1962. Pp. 226.

Consists of three parts: 1. Action taken in the various countries in the light of conclusions adopted by the Committee at previous sessions; 2. Action taken by the ILO of concern to the metal trades; 3. Recent events and developments in the metal trades.

23. INTERNATIONAL LABOUR ORGANIZATION. METAL TRADES COMMITTEE. *The Acceleration of Technological Progress and its Influence on the Effective Utilisation of Manpower and the Improvement of Workers' Incomes*. Report 2. Geneva, 1962. Pp. 122.

Contents: Technological Progress in the Metal Trades. Impact of Change on the Worker. The Impact on Skills and on Training. The Displaced Worker. Impact on Workers' Income. Summing Up.

24. INTERNATIONAL LABOUR ORGANIZATION. METAL TRADES COMMITTEE. *Conditions of Work and Safety in Shipbuilding and Ship Repairing*. Report 3. Geneva, 1962. Pp. 145.

Labour Organization

25. CLEMENTS, RICHARD. *Glory without Power; a Study of Trade Unionism in Our Present Society*. London, A. Barker, 1959. Pp. 143.

A brief and sympathetic look at the British trade union movement today, with some suggestions for a future union policy with respect to unemployment, wage payments for workers presently in low-paid jobs, overtime, a paid three-week vacation for all workers, etc. The book lacks an index.

26. DAVISON, ROBERT BARRY. *Trade Unions, a Practical Approach*. London, Longmans, 1961, Pp. 73. Appendix: *Keys to the Jobs*. Pp. 28.

Intended as a simple textbook for trade-union members, covering such topics as note-taking, making speeches, running a meeting, committees and the work of secretaries and treasurers. The material is arranged in lessons, called “jobs”, and each contains practical exercises for the reader to do.

27. INTERNATIONAL LABOUR OFFICE. *The Trade Union Situation in Burma; Report of a Mission from the International Labour Office*. Geneva, 1962. Pp. 74.

The Mission from the ILO made its survey in November 1961. One of the members of the Mission was Arthur H. Brown, Director of the ILO Branch Office in Ottawa and former Deputy Minister of the Federal Department of Labour. The report contains some information about Burma and about the trade union movement, its part in industrial relations and its place in the life of the country.

28. INTERNATIONAL LABOUR OFFICE. *The Trade Union Situation in the Federation of Malaya; Report of a Mission from the International Labour Office*. Geneva, 1962. Pp. 108.

The report briefly examines the trade union movement, labour legislation and industrial relations in Malaya.

29. NATIONAL ASSOCIATION OF MANUFACTURERS OF THE UNITED STATES OF AMERICA. RESEARCH DEPARTMENT. *Economic Implications of Union Power*. Written by Lillian W. Kay. New York, 1962. Pp. 63.

This pamphlet "analyzes the impact of unions on real wages, money wages, productivity, employment and the distribution of the [U.S.] national income."

30. PRINCETON UNIVERSITY. INDUSTRIAL RELATIONS SECTION. *America's Forgotten Labor Organization; a Survey of the Role of the Single-Firm Independent Union in American Industry*, by Arthur B. Shostak. Princeton, 1962. Pp. 141.

"The single-firm independent union confines its membership to the employees of a single employer and remains aloof from international unions and the AFL-CIO." This book looks at the characteristics of the independent union and tells something about the membership, its relationship with local and international unions, different types of independent unions such as blue-collar workers, white-collar workers and engineers, and finally examines the future of independent unions.

31. ROBERTS, BRYN. *At the T.U.C.: Motions, Speeches, Comments*. [No. 2]. Leicester [National Union of Public Employees? 1962] Pp. 137.

The author is General Secretary of the British trade union, National Union of Public Employees. In the second volume (the first covers the years 1934 to 1946) the author discusses his union's resolutions, and his speeches at the Trades Union Congress conventions from 1947 to 1960 and comments critically on the decisions made by the leadership of the T.U.C.

32. U.S. CONGRESS. SENATE. COMMITTEE ON GOVERNMENT OPERATIONS. *James R. Hoffa and Continued Underworld Control of New York Teamster Local 239; Report*. Washington, GPO, 1962. Pp. 58.

The Permanent Subcommittee on Investigations of the U.S. Congressional Senate Committee on Government Operations conducted hearings in 1961 to examine allegations that criminal elements were in control of Teamsters' Local 239 in New York.

Labour Supply

33. DYMOND, WILLIAM RICHARD. *Manpower Implications of Technological Change*. [Speech] to the Ontario Chapter of the International Association of Personnel in Employment Security, Toronto, September 14th, 1962. [Ottawa, Dept. of Labour, 1962] Pp. 24.

34. INTERNATIONAL LABOUR OFFICE. *The World Employment Situation*. Geneva, 1958. Pp. 99.

This paper was circulated for the information of delegates to the 42nd Session of the International Labour Conference, Geneva, 1958.

35. U.S. BUREAU OF LABOR STATISTICS. *Interim Revised Projections of U.S. Labor Force, 1965-75*, by Sophia Cooper. Washington, GPO, 1962. Pp. 11.

"... presents the results of the first stage of a comprehensive revision of . . . BLS Bulletin 1242, *Population and labor force projections for the United States, 1960 to 1975*."

36. U.S. BUREAU OF LABOR STATISTICS. *Labor Requirements for Federal Office Building Construction*. Washington, GPO, 1962. Pp. 43.

Presents the results of a survey to determine how many jobs are provided in the construction of government buildings in the U.S.

Labouring Classes

37. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Preparing Workers for Retirement*, by Walter H. Franke. Urbana, 1962. Pp. 75.

Contents: Introduction. Types of Company Programs. What are the Essential Requirements? What are the Benefits to the Company? Evaluation of Retirement-Preparation Programs. What Others are doing. Future Developments in Retirement-Preparation Programs.

38. INTERNATIONAL LABOUR CONFERENCE. 45TH, GENEVA, 1961. *International Labour Convention No. 116 concerning the Partial Revision of the Conventions adopted by the General Conference of the International Labour Organisation at its First Thirty-two Sessions for the Purpose of standardising the Provisions regarding the Preparation of Reports by the Governing Body of the International Labour Office on the Working of Conventions adopted by the Conference at its Forty-fifth Session*, Geneva, June 26, 1961. London, HMSO, 1962. Pp. [8]. English and French text.

39. INTERNATIONAL LABOUR OFFICE. *Report of the Director-General [to the] Fifth Asian Regional Conference. Some Labour and Social Aspects of Economic Development*. First item on the agenda. Geneva, 1962. Pp. 156.

At head of title: Report 1. International Labour Organization. Fifth Asian Regional Conference, Melbourne, 1962.

40. INTERNATIONAL LABOUR OFFICE. *Report to the Government of Greece on Labour Statistics (Employment, Wages and Hours of Work)*. Geneva, 1961. Pp. 34.

At head of title: Expanded programme of technical assistance.

41. INTERNATIONAL LABOUR OFFICE. *Report to the Government of Indonesia on Labour Statistics (Family Living Surveys, Labour Force Surveys, Wage Surveys and Consumer Price Indices)*. Geneva, 1962. Pp. 92.

At head of title: Expanded programme of technical assistance.

42. INTERNATIONAL LABOUR OFFICE. *Termination of Employment at the Initiative of the Employer*. Fifth item on the agenda. Geneva, 1962. Pp. 39.

At head of title: Report 5 (1). International Labour Conference. 47th session, 1963.

Contains the text of a proposed Recommendation based on the conclusions adopted at the 46th International Labour Conference as well as the proceedings of the 46th Session dealing with dismissal and layoff of employees.

Universities and Colleges

43. SHEFFIELD, EDWARD FLETCHER. *University Costs and Sources of Support*, by Edward F. Sheffield and Claire N. ApSimon. Ottawa, Canadian Universities Foundation, 1962. Pp. 35.

44. U.S. OFFICE OF EDUCATION. *Economics of Higher Education*. Edited by Selma J. Mushkin. Washington, GPO, 1962. Pp. 406.

Partial Contents: College and University Enrollment: Projections. The Need for Professional Personnel. National Requirements for Scientists and Engineers. Education and Economic Growth. Income and Education: Does Education pay off? Who should pay for American Higher Education? The Federal Government Role in Higher Education. A Proposal for Student Loans. Financing Higher Education in the United States and in Great Britain.

Wages and Hours

45. INTERNATIONAL FEDERATION OF INDUSTRIAL ORGANIZATIONS AND GENERAL WORKERS' UNIONS. *Report on Wages and Conditions of Employment in the Pottery Industry of Some Countries*. March 1961. Amsterdam, 1961. Pp. 28.

46. RUCKER, ALLEN WILLIS. *Gearing Wages to Productivity from the Economic Theory to Practical Business Use*. Cambridge, Mass., Eddy-Rucker-Nickels, c1962. Pp. 52.

Partial Contents: Gearing Wages to Productivity—What do the Economists mean? Business has no Physical Measure of its Plant-wide Productivity. The New Measure of Productivity. Economic Productivity—Its Practical Application. Sharing the Fruits of Higher Productivity. Pricing and Price Indexes for a Firm's Products. Capital Productivity and New Capital Investment.

47. U.S. BUREAU OF LABOR STATISTICS. *National Survey of Professional, Administrative, Technical, and Clerical Pay, Winter 1961-62: Accountants and Auditors, Attorneys, Personnel Management, Engineers and Chemists, Engineering Technicians, Draftsmen, Office Clerical*. Washington, GPO, 1962. Pp. 57.

48. U.S. BUREAU OF LABOR STATISTICS. *Salary Trends: Firemen and Policemen, 1924-61*. Washington, GPO, 1962. Pp. 26.

Women

49. ANGEL, JUVENAL LONDONO. *Careers for Women in the Legal Profession*. New York, World Trade Academy Press, c1961. Pp. 30.

Describes "the profession, nature of the work, historical background, training required, qualifications needed, opportunities, where

women work in the legal profession, advantages, disadvantages, scholarships, fellowships, and other financial aid available, etc."

50. U.S. WOMEN'S BUREAU. *Economic Indicators relating to Equal Pay, 1962*. Washington, GPO, 1962. Pp. 19.

A brief look at pay inequities and where they exist.

Workmen's Compensation

51. CANADA. DEPARTMENT OF LABOUR. GOVERNMENT EMPLOYEES' COMPENSATION BRANCH. *Tenth Annual Statistical Report of Claims for Work Injuries of Federal Public Service Employees for the Fiscal Year ending March 31, 1962*. Ottawa, Queen's Printer, 1962. Pp. 12.

52. U.S. BUREAU OF LABOR STANDARDS. *Medical Care under Workmen's Compensation*, by Earl F. Cheit. Washington, GPO, 1962. Pp. 113.

An analysis of the medical care provisions of U.S. workmen's compensation laws and the methods of administering these provisions.

Miscellaneous

53. CALLAGHAN, JAMES. *Whitleyism; a Study of Joint Consultation in the Civil Service*. London, Fabian Publications, 1953. Pp. 40.

A brief examination of the British National Whitley Council and Departmental Whitley Councils whose memberships are made up equally of senior civil servants and of others who have been appointed by trade unions and staff associations.

54. CANADIAN LIFE INSURANCE OFFICERS ASSOCIATION. *Old Age Security, Some Questions and Answers*. Toronto, 1962. Pp. 24.

Contains questions and answers on the following topics: Canada's Present Government Program for the Aged. United States Program for the Aged. New Programs for the Aged in Canada. Cost of Present and Proposed Programs for the Aged. Programs for Survivors and the Disabled.

55. EDITORIAL RESEARCH REPORTS. *Approach to Thinking Machines*, by Richard L. Worsnop. Washington, 1962. Pp. 539-554.

Electronic computers store easily retrievable information in their "memories," speed up the accumulation of knowledge, and solve difficult problems quickly. This pamphlet provides a brief history of computers, describes different types, shows how they are used in business and government, and tells how they affect employment.

56. EDITORIAL RESEARCH REPORTS. *Population Control*, by Jeanne Kuebler. Washington, 1962. Pp. 597-613.

After an examination of the population explosion in the world, there is an account of some of the measures advocated to control the population increase.

57. FINN, JAMES D. *Teaching Machines and Programed Learning, 1962: a Survey of the Industry*, by James D. Finn and Donald G. Perrin. A Report prepared for the

Technological Development Project of the National Education Association of the United States. Washington, 1962. Pp. 85.

This study seeks to: "(1) locate as many as possible of the companies and organizations in the United States preparing programs and manufacturing teaching machines for commercial distribution; (2) obtain accurate descriptions insofar as possible of the types, variety and capabilities of equipment being manufactured and the type and content of programs being prepared; (3) ascertain short-term trends in plans, design and development for both equipment and materials; and (4) analyze these data for comparative information."

58. GUY, K. *Laboratory Organization and Administration*. London, Macmillan, 1962. Pp. 386.

59. INTERNATIONAL SOCIETY FOR REHABILITATION OF THE DISABLED. *The Physically Disabled and Their Environment; ISRD Conferences, Stockholm, Oct. 12-18, 1961; Report of Proceedings*. New York, 1962. Pp. 208.

60. ROYAL BANK OF CANADA. *The Communication of Ideas*. Rev. ed. Montreal, 1961. 1v. (unpaged).

Contents: On saying what you mean. On writing a Letter. Writing a report. Writing an Article. On writing briefly. On writing clearly. About Style in writing. Imagination helps Communication. On preparing a Speech. On conducting a Meeting. The Right Word. On Straight Thinking. On Criticism.

Labour Conditions in Government Contracts

(Continued from page 329)

Modern Building Cleaning Service of Canada Ltd, cleaning interior of new post office bldg. *Waskesiu Sask*: Shoquist Construction Ltd, construction of post office bldg. *White Rock B C*: Evans, Coleman & Evans Ltd, harbour improvements (breakwater repairs). *Hay River N W T*: Silisky Construction Ltd, construction of Health Centre for Dept of National Health & Welfare.

In addition, this Department awarded 32 contracts containing the General Fair Wages Clause.

The St. Lawrence Seaway Authority

St Catharines Ont: The Canadian Fairbanks-Morse Co Ltd, supply & installation of unwatering pumps at lower end of Lock 4, Welland Canal; R E Law Crushed Stone Ltd, channel improvement & slope stabilization—north of Bridge 15—west bank—Welland Canal; Bridge & Tank Co of Canada Ltd, repairs & replacement of structural members of floor system, Bridge No 19, Welland Canal; Aiken & MacLachlan Ltd, construction of galleries for additional mooring facilities, Locks 4 & 5, Welland Canal. *Sault Ste Marie Ont*: Great Lakes Machine & Metal Fabricators Ltd, rehabilitation of lock gate machinery, Sault Ste Marie Canal; Soo Foundry & Machine Co Ltd, modification of head frames on valve machinery, Sault Ste Marie Canal.

Department of Transport

Dorval Que: J R Bourdages Construction Ltd, construction of landscaping maintenance bldg, Montreal International Airport; The Foundation Co of Canada Ltd, installation of window washing equipment for Air Terminal Bldg, Montreal International Airport. *Nisku Alta*: Urban Young, installation of power feeder cable from Services Bldg to regulator structure, Edmonton International Airport.

In addition, this Department awarded two contracts containing the General Fair Wages Clause.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED MARCH 23, 1963

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,512	580	1,829	2,390	1,111	602
Men.....	4,751	440	1,346	1,711	816	438
Women.....	1,761	140	483	679	295	164
14—19 years.....	559	61	180	178	97	43
20—24 years.....	823	88	276	262	134	63
25—44 years.....	2,965	245	840	1,108	494	278
45—64 years.....	1,964	169	485	761	348	201
65 years and over.....	201	17	48	81	38	17
Employed.....	5,963	491	1,628	2,252	1,041	551
Men.....	4,266	356	1,166	1,593	755	396
Women.....	1,697	135	462	659	286	155
Agriculture.....	556	29	104	159	252	12
Non-agriculture.....	5,407	462	1,524	2,093	789	539
Paid Workers.....	4,916	416	1,380	1,927	717	476
Men.....	3,370	292	950	1,320	471	337
Women.....	1,546	124	430	607	246	139
Unemployed.....	549	89	201	138	70	51
Men.....	485	84	180	118	61	42
Women.....	64	*	21	20	*	*
Persons not in the Labour Force.....	5,876	674	1,731	1,929	1,000	542
Men.....	1,403	185	409	417	252	140
Women.....	4,473	489	1,322	1,512	748	402

* Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED MARCH 23, 1963

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over ⁽¹⁾	12,388	1,880	3,575	992	3,692	916	1,333
Labour force.....	6,512	559	3,436	842	844	630	201
Employed.....	5,963	476	3,162	705	820	611	189
Unemployed.....	549	83	274	137	24	19	12
Not in labour force.....	5,876	1,321	139	150	2,848	286	1,132
Participation rate ⁽²⁾							
1963, March 23.....	52.6	29.7	96.1	84.9	22.9	68.8	15.1
Feb. 16.....	52.5	30.3	96.0	84.7	22.5	69.2	14.9
Unemployment rate ⁽³⁾							
1963, March 23.....	8.4	14.8	8.0	16.3	2.8	3.0	6.0
Feb. 16.....	8.4	15.4	7.6	16.2	3.0	3.8	6.1

⁽¹⁾ Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

⁽²⁾ The labour force as a percentage of the population 14 years of age and over.

⁽³⁾ The unemployed as a percentage of the labour force.

TABLE A-3—UNEMPLOYED, WEEK ENDED MARCH 23, 1963

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	March 1963	Feb. 1963	March 1962
Total unemployed.....	549	545	560
On temporary layoff up to 30 days.....	38	33	32
Without work and seeking work.....	511	512	528
Seeking full-time work.....	494	495	508
Seeking part-time work.....	17	17	20
Seeking under 1 month.....	92	82	86
Seeking 1—3 months.....	190	256	200
Seeking 4—6 months.....	161	118	163
Seeking more than 6 months.....	68	56	79

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME

(This table is undergoing revision. A revised Table B-1 will be published in the next issue.)

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at January 1963 employers in the principal non-agricultural industries reported a total employment of 2,815,221. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite ⁽¹⁾			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
Averages						
1957.....	122.6	158.1	67.93	115.8	159.1	69.94
1958.....	117.9	163.9	70.43	109.8	165.3	72.67
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	177.8	78.19
1961.....	118.1	181.8	78.11	108.9	183.6	80.73
1962—						
January.....	115.2	184.5	79.27	108.5	187.1	82.28
February.....	114.7	186.7	80.21	108.9	188.2	82.74
March.....	115.2	187.2	80.41	109.6	189.3	83.23
April.....	116.7	186.7	80.21	110.4	189.0	83.11
May.....	121.3	188.1	80.79	113.7	190.4	83.72
June.....	125.0	188.7	81.05	116.4	190.4	83.72
July.....	125.8	188.3	80.90	115.5	189.1	83.13
August.....	127.0	188.1	80.80	117.6	187.9	82.62
September.....	126.5	189.5	81.40	117.6	190.8	83.91
October.....	125.4	189.9	81.57	115.9	191.8	84.34
November.....	124.3	189.8	81.53	114.7	192.3	84.55
December*.....	120.2	182.6	78.45	110.9	183.6	80.71
1963—						
January†.....	117.8	190.6	81.87	111.6	193.3	85.01

(1) Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Jan. 1963	Dec. 1962	Jan. 1962	Jan. 1963	Dec. 1962	Jan. 1962
				\$	\$	\$
Provinces						
Newfoundland.....	119.6	122.6	122.7	73.40	72.05	72.69
Prince Edward Island.....	106.2	117.6	109.3	62.03	58.60	59.20
Nova Scotia.....	90.2	93.4	89.0	68.46	62.66	65.13
New Brunswick.....	100.0	101.9	101.9	67.74	65.39	65.23
Quebec.....	117.4	120.2	115.7	79.25	76.00	76.84
Ontario.....	121.1	123.0	117.7	85.15	81.07	82.23
Manitoba.....	106.1	108.0	105.1	75.42	74.31	73.87
Saskatchewan.....	113.8	120.8	112.4	77.46	76.69	75.11
Alberta (including Northwest Territories).....	152.2	156.0	148.8	83.03	80.61	80.68
British Columbia (including Yukon).....	111.6	113.2	106.9	88.40	85.25	86.22
Canada.....	117.8	120.2	115.2	81.87	78.45	79.28
Urban areas						
St. John's.....	140.0	142.3	124.3	61.05	58.08	58.64
Sydney.....	78.6	78.7	66.4	82.78	69.98	75.89
Halifax.....	125.4	129.7	125.8	69.77	65.49	67.07
Moncton.....	98.9	105.3	103.3	63.22	61.48	60.50
Saint John.....	116.0	114.7	112.7	68.18	63.61	63.77
Chicoutimi—Jonquiere.....	104.1	105.4	100.2	99.73	100.83	97.29
Quebec.....	117.3	120.1	111.0	70.87	65.37	67.50
Sherbrooke.....	109.5	110.0	104.9	69.95	64.34	66.34
Shawinigan.....	80.7	82.0	98.8	88.99	83.84	87.50
Three Rivers.....	110.7	112.2	106.9	73.71	70.46	73.37
Drummondville.....	82.1	83.0	80.5	67.58	64.95	63.78
Montreal.....	123.8	125.2	122.5	81.04	77.66	78.53
Ottawa—Hull.....	129.7	133.2	127.8	76.05	73.10	73.96
Kingston.....	115.0	116.9	110.6	80.24	77.05	77.82
Peterborough.....	93.8	96.2	90.9	91.37	86.75	88.44
Oshawa.....	197.6	197.2	178.0	105.57	93.66	92.58
Toronto.....	136.5	138.8	132.1	85.50	81.41	82.68
Hamilton.....	113.0	114.5	107.8	90.62	85.80	88.59
St. Catharines.....	110.0	109.0	107.2	96.05	86.61	90.78
Niagara Falls.....	93.4	95.0	91.2	85.30	83.01	84.61
Brantford.....	95.1	98.3	81.1	78.57	74.57	73.60
Guelph.....	126.2	126.7	117.8	74.91	70.83	74.08
Cambridge.....	116.8	116.9	107.6	75.34	67.19	71.98
Kitchener.....	133.5	133.6	123.0	76.73	72.25	74.44
Sudbury.....	125.4	128.3	143.3	92.34	94.87	91.87
Timmins.....	86.6	88.3	87.4	75.23	73.03	73.99
London.....	135.1	134.2	131.3	76.96	73.73	74.89
Sarnia.....	125.6	126.9	122.9	107.05	102.62	103.84
Windsor.....	73.4	73.9	71.0	90.93	87.39	88.75
Sault Ste. Marie.....	137.0	139.3	133.7	105.39	101.44	99.18
Fort William—Port Arthur.....	98.1	103.1	96.1	78.99	80.02	79.84
Winnipeg.....	108.2	109.6	105.8	72.34	70.98	70.91
Regina.....	132.2	141.2	128.9	76.67	75.79	74.71
Saskatoon.....	128.1	133.8	128.2	71.43	71.21	70.69
Edmonton.....	194.9	200.7	187.7	77.39	74.21	75.50
Calgary.....	171.8	175.9	170.9	80.12	79.28	78.43
Vancouver.....	112.0	114.3	107.1	87.17	84.71	84.68
Victoria.....	115.1	119.3	108.8	81.57	79.04	78.62

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

Source: *Employment and Payrolls, DBS*

NOTE: Information for other industries is given in Employment and Payrolls

Industry	Employment			Average Weekly Wages and Salaries		
	Jan. 1963	Dec. 1962	Jan. 1962	Jan. 1963	Dec. 1962	Jan. 1962
Mining	113.0	112.5	114.0	\$ 102.22	\$ 96.17	\$ 99.27
Metal mining.....	126.4	125.1	129.7	101.47	97.52	99.88
Gold.....	66.8	66.5	68.4	83.84	79.98	82.34
Other metal.....	181.8	179.5	186.6	107.49	103.56	105.85
Fuels.....	87.6	87.1	86.0	109.88	98.95	102.99
Coal.....	39.9	39.7	36.4	82.96	60.75	76.48
Oil and natural gas.....	282.3	280.9	298.5	125.43	121.04	116.85
Non-metal.....	127.0	130.5	125.2	90.15	84.87	89.01
Manufacturing	111.6	110.9	108.5	\$ 85.01	\$ 80.71	\$ 82.29
Durable goods.....	117.1	116.3	111.4	91.71	86.32	88.45
Non-durable goods.....	107.0	106.3	106.0	78.86	75.57	76.86
Food and beverages.....	105.1	106.6	104.9	75.25	73.08	73.20
Meat products.....	128.4	130.4	128.9	82.95	81.12	81.77
Canned and preserved fruits and vegetables.....	83.5	81.4	81.1	67.22	61.94	67.19
Grain mill products.....	95.4	93.3	98.8	82.51	79.14	78.62
Bread and other bakery products.....	108.9	112.2	108.6	69.91	70.45	67.75
Distilled and malt liquors.....	88.2	92.4	91.8	104.69	104.62	99.46
Tobacco and tobacco products.....	109.5	92.4	116.2	75.04	77.58	71.65
Rubber products.....	108.0	107.1	100.3	88.61	83.56	85.26
Leather products.....	90.0	87.2	89.9	58.53	50.36	57.01
Boots and shoes (except rubber).....	97.3	93.6	97.4	56.77	46.64	54.81
Other leather products.....	76.8	75.7	76.2	62.56	58.68	62.07
Textile products (except clothing).....	82.2	82.1	80.4	67.84	62.40	66.11
Cotton yarn and broad woven goods.....	72.9	73.3	74.9	63.08	57.72	63.48
Woollen goods.....	62.1	62.5	60.9	63.08	57.18	62.46
Synthetic textiles and silk.....	93.6	93.9	86.4	74.96	72.06	71.90
Clothing (textile and fur).....	93.2	88.3	91.4	53.33	45.52	51.72
Men's clothing.....	98.0	93.7	94.2	51.98	44.52	50.66
Women's clothing.....	102.1	93.3	101.6	55.02	44.86	53.70
Knit goods.....	71.6	68.5	72.9	53.03	45.81	51.83
Wood products.....	104.3	103.0	100.6	72.54	67.93	70.25
Saw and planing mills.....	105.8	103.5	101.5	74.49	70.87	72.24
Furniture.....	115.7	116.0	110.9	70.66	63.91	63.07
Other wood products.....	74.7	74.6	75.6	64.29	59.60	63.24
Paper products.....	122.2	125.2	120.4	97.56	96.36	96.46
Pulp and paper mills.....	122.1	125.7	120.0	105.01	106.32	104.86
Other paper products.....	122.7	124.1	121.2	79.78	72.18	76.86
Printing, publishing and allied industries.....	124.3	124.2	124.6	91.81	88.09	88.84
Iron and steel products.....	110.6	109.4	102.4	96.45	89.68	93.33
Agricultural implements.....	69.7	68.5	62.6	105.22	89.50	96.29
Fabricated and structural steel.....	146.8	150.4	144.5	96.00	90.23	93.66
Hardware and tools.....	110.8	111.1	102.8	85.55	78.58	82.13
Heating and cooking appliances.....	104.3	101.1	97.4	83.38	78.47	79.00
Iron castings.....	95.6	92.8	90.0	91.18	82.36	89.39
Machinery, industrial machinery.....	131.3	129.5	118.2	91.98	86.35	89.69
Primary iron and steel.....	124.0	123.3	114.5	111.33	107.70	107.95
Sheet metal products.....	111.6	108.8	102.5	92.61	83.69	90.59
Wire and wire products.....	112.0	112.3	109.4	96.20	89.34	93.06
Transportation equipment.....	114.5	113.0	109.6	99.72	92.11	93.30
Aircraft and parts.....	231.1	231.9	265.9	100.38	94.37	96.87
Motor vehicles.....	121.4	120.2	109.2	118.20	107.30	103.98
Motor vehicle parts and accessories.....	125.3	122.1	106.4	98.26	85.27	92.88
Railroad and rolling stock equipment.....	54.0	55.3	55.5	85.58	87.78	83.08
Shipbuilding and repairing.....	150.2	141.5	131.5	88.36	79.72	84.63
Non-ferrous metal products.....	121.0	121.1	122.1	95.73	96.09	93.71
Aluminum products.....	133.5	136.4	128.9	92.80	86.87	91.54
Brass and copper products.....	102.6	102.2	101.9	91.90	86.74	89.33
Smelting and refining.....	132.0	132.2	137.9	105.09	110.69	102.34
Electrical apparatus and supplies.....	150.7	150.1	140.7	90.44	80.21	82.73
Heavy electrical machinery.....	113.4	113.6	102.0	97.65	91.75	96.26
Telecommunication equipment.....	275.9	273.4	254.8	87.05	83.87	88.14
Non-metallic mineral products.....	138.2	142.6	134.3	88.92	85.03	86.24
Clay products.....	80.7	84.5	79.8	82.32	78.65	79.00
Glass and glass products.....	165.7	169.5	158.4	87.91	85.55	84.49
Products of petroleum and coal.....	135.6	135.6	137.3	124.38	125.90	120.18
Petroleum refining and products.....	138.5	138.4	141.0	125.01	126.37	120.78
Chemical products.....	128.1	127.8	131.1	100.83	99.75	97.34
Medicinal and pharmaceutical preparations.....	122.1	121.8	122.2	88.44	86.43	84.95
Acids, alkalis and salts.....	144.1	143.1	154.2	113.86	114.65	109.44
Other chemical products.....	126.1	125.8	128.3	100.41	99.10	97.01
Miscellaneous manufacturing industries.....	143.9	144.1	138.8	75.04	70.83	73.15
Construction	103.5	108.7	102.0	\$ 87.71	\$ 77.09	\$ 84.17
Building and general engineering.....	103.2	105.8	102.1	93.81	78.69	90.64
Highways, bridges and streets.....	104.0	113.4	101.9	77.73	74.78	73.30
Electric and motor transportation.....	138.5	139.4	135.2	85.94	84.16	83.53
Service	152.5	153.2	147.7	\$ 58.41	\$ 57.81	\$ 56.66
Hotels and restaurants.....	130.2	131.4	126.0	44.41	43.95	43.02
Laundries and dry cleaning plants.....	131.1	131.9	124.2	50.70	49.00	48.76
Industrial composite	117.8	120.2	115.2	\$ 81.87	\$ 78.45	\$ 79.28

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCES

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	January 1963	December 1962	January 1962	January 1963	December 1962	January 1962
				\$	\$	\$
Newfoundland.....	37.9	36.6	39.7	1.79	2.06	1.74
Nova Scotia.....	40.0	37.2	40.4	1.69	1.68	1.62
New Brunswick.....	40.9	37.4	40.6	1.64	1.72	1.65
Quebec.....	41.5	37.3	41.8	1.71	1.74	1.67
Ontario.....	40.8	37.6	40.5	2.03	2.02	1.95
Manitoba.....	39.5	37.8	39.4	1.77	1.81	1.74
Saskatchewan.....	37.6	38.1	38.4	2.05	2.04	2.00
Alberta (includes Northwest Territories)	39.3	38.6	39.4	2.00	2.04	1.98
British Columbia (includes Yukon Territory).....	37.6	35.7	37.5	2.34	2.35	2.26

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Last Pay Period in:					
1962 January.....	40.6	1.86	75.47	180.8	139.3
February.....	40.8	1.86	75.99	182.1	140.4
March.....	41.0	1.87	76.68	183.7	141.0
April.....	40.6	1.89	76.50	183.3	140.9
May.....	41.0	1.89	77.51	185.7	142.3
June.....	41.1	1.88	77.52	185.7	141.8
July.....	41.0	1.87	76.72	183.8	139.9
August.....	41.0	1.86	76.17	182.5	139.3
September.....	41.4	1.88	77.61	185.9	141.4
October.....	41.3	1.89	77.96	186.8	141.6
November.....	41.2	1.90	78.09	187.1	141.8
December*.....	37.3	1.94	72.34	173.3	131.3
1963 January†.....	40.7	1.92	78.21	187.4	141.9

NOTE:—The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

* Revised.

† Preliminary.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Jan. 1963	Dec. 1962	Jan. 1962	Jan. 1963	Dec. 1962	Jan. 1962	Jan. 1963	Dec. 1962	Jan. 1962
Mining	42.6	38.8	42.8	2.21	2.24	2.15	\$4.21	\$	\$6.85
Metal mining.....	42.5	39.8	43.0	2.26	2.29	2.20	95.87	91.15	94.53
Gold.....	43.8	40.8	43.8	1.77	1.80	1.75	77.61	73.36	76.57
Other metal.....	42.0	39.5	42.7	2.44	2.48	2.37	102.66	97.81	101.10
Fuels.....	44.1	35.7	42.7	2.14	2.22	2.10	94.35	79.24	89.59
Coal.....	44.2	30.1	41.8	1.85	1.84	1.80	81.84	55.57	75.33
Oil and natural gas.....	44.1	43.0	43.7	2.52	2.57	2.40	111.21	110.57	105.12
Non-metal.....	41.3	38.4	42.1	2.09	2.03	2.01	86.28	78.10	84.51
Manufacturing	40.7	37.3	40.6	1.92	1.94	1.86	78.21	72.34	75.16
Durable goods.....	41.1	37.9	40.8	2.09	2.08	2.02	85.86	78.62	82.40
Non-durable goods.....	40.2	36.8	40.4	1.76	1.80	1.71	70.78	66.24	69.05
Food and beverages.....	39.8	37.5	39.9	1.71	1.71	1.66	67.97	64.19	66.19
Meat products.....	39.5	38.9	39.6	1.97	1.96	1.92	77.67	76.11	76.09
Canned and preserved fruits and vegetables.....	39.3	34.5	39.3	1.39	1.42	1.37	57.07	47.81	56.04
Grain mill products.....	40.5	38.0	41.3	1.84	1.82	1.79	74.44	68.99	73.84
Bread and other bakery products.....	40.9	40.8	40.8	1.58	1.57	1.51	64.42	64.27	61.40
Distilled liquors.....	40.2	40.1	40.0	2.25	2.24	2.14	91.68	89.89	85.46
Malt liquors.....	39.1	39.2	38.5	2.45	2.41	2.35	95.58	94.44	90.49
Tobacco and tobacco products.....	40.1	37.3	40.7	1.73	1.92	1.62	69.43	71.49	66.10
Rubber products.....	42.3	38.5	41.7	1.97	1.97	1.91	83.21	75.84	79.84
Leather products.....	41.2	34.0	41.9	1.31	1.31	1.26	53.93	44.50	52.74
Boots and shoes (except rubber).....	41.3	32.9	41.8	1.26	1.25	1.21	52.09	40.93	50.59
Other leather products.....	41.0	36.7	42.1	1.42	1.43	1.37	58.23	52.63	57.83
Textile products (except clothing).....	42.3	37.7	42.8	1.45	1.45	1.40	61.17	54.66	60.05
Cotton yarn and broad woven goods.....	40.0	35.6	41.8	1.46	1.47	1.43	58.53	52.15	59.60
Woolen goods.....	42.9	38.3	43.8	1.34	1.33	1.32	57.38	50.89	57.57
Synthetic textiles and silk.....	43.9	40.5	44.2	1.55	1.57	1.46	67.93	63.65	64.60
Clothing (textile and fur).....	38.6	32.2	38.7	1.25	1.22	1.20	48.40	39.39	46.62
Men's clothing.....	38.8	32.0	38.8	1.24	1.22	1.20	48.03	38.96	46.49
Women's clothing.....	37.0	29.4	37.1	1.34	1.30	1.30	49.77	38.10	48.13
Knit goods.....	41.2	35.0	41.3	1.17	1.15	1.14	48.19	40.16	47.03
Wood products.....	40.8	37.4	40.7	1.69	1.70	1.62	68.77	63.46	66.07
Saw and planing mills.....	39.8	37.2	39.0	1.81	1.82	1.73	71.86	67.62	69.05
Furniture.....	42.6	37.7	42.1	1.53	1.52	1.48	65.21	57.51	62.45
Other wood products.....	40.4	38.3	42.4	1.37	1.38	1.36	58.28	52.98	57.57
Paper products.....	40.4	38.7	40.8	2.26	2.32	2.21	91.12	89.75	90.34
Pulp and paper mills.....	40.3	39.8	41.1	2.44	2.51	2.40	98.39	90.84	98.36
Other paper products.....	40.7	36.0	40.3	1.76	1.74	1.72	71.78	62.51	69.19
Printing, publishing and allied industries.....	38.3	36.5	38.7	2.36	2.32	2.27	90.50	84.75	87.63
*Iron and steel products	41.2	37.6	40.8	2.22	2.19	2.16	91.48	82.47	88.07
Agricultural implements.....	41.8	34.7	39.7	2.36	2.25	2.22	98.47	77.91	88.22
Fabricated and structural steel.....	40.4	37.3	40.7	2.18	2.11	2.10	88.00	78.84	85.50
Hardware and tools.....	42.7	38.9	42.0	1.85	1.81	1.80	78.82	70.53	75.67
Heating and cooking appliances.....	40.2	36.1	39.4	1.88	1.84	1.82	75.60	66.38	71.75
Iron castings.....	41.5	36.8	41.7	2.11	2.07	2.05	87.44	76.26	85.50
Machinery, industrial.....	42.0	38.3	41.5	2.07	2.04	2.01	86.84	77.94	83.40
Primary iron and steel.....	40.4	39.1	40.0	2.63	2.63	2.57	106.48	102.77	103.08
Sheet metal products.....	41.0	36.3	40.9	2.11	2.05	2.09	86.62	74.52	85.43
Wire and wire products.....	41.7	37.6	41.3	2.18	2.18	2.11	90.97	81.91	87.12
*Transportation equipment	41.6	37.9	40.5	2.28	2.23	2.17	94.73	84.66	87.68
Aircraft and parts.....	41.4	38.0	41.9	2.20	2.17	2.14	90.94	82.28	89.56
Motor vehicles.....	44.3	39.2	40.7	2.56	2.50	2.37	113.56	97.83	96.43
Motor vehicle parts and accessories.....	42.1	36.0	40.9	2.22	2.16	2.14	93.64	77.56	87.56
Railroad and rolling stock equipment.....	39.2	40.5	39.0	2.13	2.12	2.08	83.57	85.77	81.00
Shipbuilding and repairing.....	39.7	35.1	39.6	2.19	2.17	2.09	86.96	76.25	82.93
*Non-ferrous metal products	40.7	39.5	40.6	2.18	2.28	2.14	88.87	90.04	87.14
Aluminum products.....	40.9	37.1	41.4	1.98	1.95	1.91	81.06	72.27	78.92
Brass and copper products.....	41.5	38.6	41.3	2.10	2.06	2.02	87.02	79.49	83.34
Smelting and refining.....	40.2	40.5	40.2	2.43	2.60	2.39	97.92	105.57	96.01
*Electrical apparatus and supplies	41.0	37.3	41.4	1.93	1.91	1.91	79.01	71.12	79.12
Heavy electrical machinery and equipment.....	41.2	37.7	40.9	2.15	2.12	2.12	88.67	79.90	86.71
Telecommunication equipment.....	40.6	36.6	41.7	1.72	1.72	1.77	69.93	63.02	73.75
Refrigerators, vacuum cleaners and appliances.....	40.7	38.6	40.3	2.00	2.01	1.95	81.35	77.60	78.43
Wire and cable.....	42.5	38.3	41.8	2.18	2.11	2.11	92.48	80.70	88.17
Miscellaneous electrical products.....	40.7	36.4	41.7	1.83	1.80	1.82	74.27	65.39	76.06
*Non-metallic mineral products	40.9	39.2	41.6	1.97	1.97	1.92	80.77	77.28	79.72
Clay products.....	41.8	40.8	41.7	1.80	1.76	1.72	75.33	71.83	71.69
Glass and glass products.....	41.2	40.0	41.1	1.98	1.97	1.91	81.65	78.93	78.56
Products of petroleum and coal.....	41.7	41.7	40.7	2.72	2.82	2.67	113.36	117.37	108.44
Petroleum refining and products.....	41.7	41.7	40.6	2.74	2.84	2.69	114.49	118.40	109.16
Chemical products.....	40.9	40.1	40.7	2.13	2.16	2.07	87.35	86.69	84.50
Medicinal and pharmaceutical preparations.....	39.8	38.8	39.0	1.67	1.64	1.61	66.24	63.65	64.16
Acids, alkalis and salts.....	41.3	40.1	41.4	2.45	2.57	2.37	101.13	102.90	98.20
Miscellaneous manufacturing industries.....	41.5	37.9	41.5	1.58	1.57	1.53	65.59	59.66	63.57
Professional and scientific equipment.....	40.9	38.5	40.8	1.91	1.90	1.84	77.93	73.07	75.19
Construction	39.1	33.1	39.3	2.14	2.09	2.06	83.56	69.25	80.88
Building and general engineering.....	38.6	30.7	39.1	2.32	2.30	2.23	89.64	70.60	87.35
Highways, bridges and streets.....	40.1	37.3	39.5	1.79	1.79	1.72	71.63	66.80	68.14
Electric and motor transportation	43.1	42.1	42.8	2.00	2.01	1.94	86.04	84.47	83.12
Service	37.5	37.0	38.1	1.13	1.13	1.09	42.37	41.71	41.48
Hotels and restaurants.....	37.4	37.4	38.3	1.09	1.09	1.06	40.58	40.75	40.37
Laundries and dry cleaning plants.....	39.2	37.3	39.0	1.06	1.06	1.04	41.75	39.73	40.65

*Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 356.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period		Unfilled Vacancies*			Registrations for Employment		
		Male	Female	Total	Male	Female	Total
End of;							
March	1958.....	9,730	10,892	20,622	681,991	171,048	853,039
March	1959.....	11,740	13,399	25,139	611,941	169,625	781,566
March	1960.....	10,402	11,830	22,232	652,107	182,883	834,990
March	1961.....	9,927	11,387	21,314	683,034	180,982	864,016
March	1962.....	15,184	15,359	30,543	579,641	158,342	737,983
April	1962.....	25,557	18,868	44,425	496,099	146,551	642,650
May	1962.....	22,026	20,999	43,025	329,391	126,461	455,852
June	1962.....	22,436	20,672	43,108	237,747	119,561	357,308
July	1962.....	22,872	17,895	40,767	224,452	113,407	337,859
August	1962.....	21,214	21,256	42,470	198,639	96,606	295,245
September	1962.....	20,197	20,658	40,855	188,844	97,890	286,734
October	1962.....	20,137	17,399	37,536	232,316	105,488	337,804
November	1962.....	22,077	19,204	41,281	328,801	127,955	456,756
December	1962.....	14,281	13,638	27,919	473,575	137,429	611,004
January	1963.....	13,419	12,532	25,951	579,205	163,880	743,085
February	1963 ⁽¹⁾	13,412	13,930	27,342	591,207	163,864	755,071
March	1963 ⁽¹⁾	16,085	16,459	32,544	584,389	158,307	742,196

⁽¹⁾ Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

**TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND
PLACEMENTS EFFECTED DURING YEAR 1959-1962 AND DURING
MONTH FEBRUARY 1962 - FEBRUARY 1963**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1959—Year.....	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960—Year.....	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1962—February.....	244,177	75,220	56,595	30,459	48,546	22,688
1962—March.....	250,908	81,800	60,933	37,064	50,161	27,365
April.....	226,940	79,051	82,893	40,026	65,841	29,194
May.....	239,245	95,925	117,362	51,441	107,811	38,595
June.....	231,507	100,426	92,346	48,564	86,218	39,253
July.....	251,079	114,963	97,147	56,863	85,399	49,523
August.....	236,921	104,366	102,784	63,558	89,871	50,865
September.....	220,755	98,476	96,217	50,615	91,653	42,692
October.....	272,614	103,871	101,603	45,949	89,619	38,324
November.....	321,696	113,014	86,859	43,840	74,957	33,481
December.....	338,121	94,533	58,253	40,470	57,541	39,613
1963—January.....	331,104	111,102	56,086	35,963	46,669	28,117
February.....	211,442 ⁽¹⁾	75,073 ⁽¹⁾	47,295	31,862	39,378	23,755

⁽¹⁾ Preliminary.

**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,
DURING FEBRUARY 1963**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from February 1962
Agriculture, Fishing, Trapping.....	705	1,624	2,329	+ 1,565
Forestry.....	1,088	20	1,108	— 256
Mining, Quarrying and Oil Wells.....	602	57	659	— 139
Metal Mining.....	364	13	377	— 44
Fuels.....	87	26	113	— 61
Non-Metal Mining.....	53	0	53	— 18
Quarrying, Clay and Sand Pits.....	48	0	48	+ 24
Prospecting.....	50	18	68	— 40
Manufacturing.....	11,308	7,214	18,522	— 39
Foods and Beverages.....	781	1,145	1,926	+ 98
Tobacco and Tobacco Products.....	153	89	242	+ 207
Rubber Products.....	80	108	188	+ 19
Leather Products.....	212	377	589	+ 148
Textile Products (except clothing).....	467	383	850	+ 107
Clothing (textile and fur).....	515	2,351	2,866	— 104
Wood Products.....	1,759	190	1,949	— 73
Paper Products.....	551	268	819	— 142
Printing, Publishing and Allied Industries.....	412	419	831	+ 53
Iron and Steel Products.....	2,409	348	2,757	+ 141
Transportation Equipment.....	2,229	138	2,367	— 103
Non-Ferrous Metal Products.....	345	138	483	— 64
Electrical Apparatus and Supplies.....	404	439	843	— 181
Non-Metallic Mineral Products.....	331	103	434	— 6
Products of Petroleum and Coal.....	35	9	44	— 10
Chemical Products.....	309	289	598	— 20
Miscellaneous Manufacturing Industries.....	316	420	736	— 109
Construction.....	6,262	127	6,389	— 416
General Contractors.....	4,115	67	4,182	— 473
Special Trade Contractors.....	2,147	60	2,207	+ 57
Transportation, Storage and Communication.....	3,400	241	3,641	— 1,012
Transportation.....	3,103	121	3,224	— 807
Storage.....	239	34	273	— 121
Communication.....	58	86	144	— 84
Public Utility Operation.....	197	43	240	— 13
Trade.....	5,896	3,212	9,108	— 219
Wholesale.....	2,118	931	3,049	— 530
Retail.....	3,778	2,281	6,059	+ 311
Finance, Insurance and Real Estate.....	423	802	1,225	— 222
Service.....	9,497	10,415	19,912	— 7,350
Community or Public Service.....	579	1,034	1,613	— 344
Government Service.....	4,118	655	4,773	— 1,926
Recreation Service.....	245	124	369	— 70
Business Service.....	1,395	771	2,166	+ 465
Personal Service.....	3,160	7,831	10,991	— 5,475
GRAND TOTAL.....	39,378	23,755	63,133	— 8,101

**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX,
AS AT FEBRUARY 28, 1963(1)**

(Source: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional & Managerial Workers.....	10,712	2,144	12,856
Clerical Workers.....	23,328	51,022	74,350
Sales Workers.....	11,072	21,836	32,908
Personal & Domestic Service Workers.....	47,207	33,972	81,179
Seamen.....	5,118	112	5,230
Agriculture, Fishing, Forestry (Ex. log.).....	9,048	1,121	10,169
Skilled and Semi-Skilled Workers.....	276,840	20,091	296,931
Food and kindred products (incl. tobacco).....	2,541	728	3,269
Textiles, clothing, etc.....	2,916	11,437	14,353
Lumber and lumber products.....	38,716	173	38,889
Pulp, paper (incl. printing).....	1,685	680	2,365
Leather and leather products.....	1,406	1,085	2,491
Stone, clay & glass products.....	1,022	44	1,066
Metalworking.....	18,586	970	19,556
Electrical.....	3,630	1,106	4,736
Transportation equipment.....	1,212	71	1,283
Mining.....	2,863	.....	2,863
Construction.....	89,574	11	89,585
Transportation (except seamen).....	52,741	138	52,879
Communication & public utility.....	1,411	5	1,416
Trade and service.....	7,718	2,185	9,903
Other skilled and semi-skilled.....	33,841	1,107	34,948
Foremen.....	6,467	333	6,800
Apprentices.....	10,511	18	10,529
Unskilled Workers.....	207,882	33,566	241,448
Food and tobacco.....	9,012	11,742	20,754
Lumber & lumber products.....	22,835	610	23,445
Metalworking.....	7,000	660	7,660
Construction.....	112,783	3	112,786
Other unskilled workers.....	56,252	20,551	76,803
Grand total.....	591,207	163,864	755,071

(1) Preliminary-subject to revision.

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,
AT FEBRUARY 28, 1963**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) Feb. 28, 1963	Previous Year Feb. 28, 1962		(1) Feb. 28, 1963	Previous Year Feb. 28, 1962
Newfoundland.....	30,119	29,050	Quebec—Concluded		
Corner Brook.....	6,568	6,247	Sorel.....	2,650	2,084
Grand Falls.....	3,450	3,211	Thetford Mines.....	2,471	2,153
St. John's.....	20,101	19,592	Trois-Rivières.....	7,153	6,619
Prince Edward Island.....	6,423	6,187	Val d'Or.....	2,092	2,128
Charlottetown.....	4,087	3,973	Valleyfield.....	3,112	2,959
Summerside.....	2,336	2,214	Victoriaville.....	2,563	2,681
Nova Scotia.....	35,751	36,292	Ville St. Georges.....	4,384	4,388
Amherst.....	1,383	1,213	Ontario.....	220,888	227,093
Bridgewater.....	2,084	2,030	Amprior.....	509	536
Halifax.....	7,593	6,598	Barrie.....	1,930	1,883
Inverness.....	1,397	1,392	Belleville.....	2,512	2,590
Kentville.....	3,673	3,618	Bracebridge.....	1,826	1,832
Liverpool.....	798	767	Brampton.....	1,777	1,699
New Glasgow.....	4,819	4,728	Brantford.....	2,981	3,757
Springhill.....	1,073	954	Brockville.....	896	942
Sydney.....	5,258	7,555	Carleton Place.....	581	445
Sydney Mines.....	2,003	1,929	Chatham.....	2,801	2,859
Truro.....	2,045	2,067	Cobourg.....	1,017	1,187
Yarmouth.....	3,645	3,441	Collingwood.....	972	1,194
New Brunswick.....	36,708	35,326	Cornwall.....	3,818	4,196
Bathurst.....	6,474	6,539	Elliot Lake.....	498	742
Campbellton.....	3,121	3,114	Fort Erie.....	843	991
Edmundston.....	2,836	2,764	Fort Frances.....	826	921
Fredericton.....	2,645	2,330	Fort William.....	3,580	3,660
Minto.....	526	552	Galt.....	1,471	1,383
Moncton ⁽¹⁾	9,662	9,072	Gananoque.....	437	562
Newcastle.....	3,653	3,272	Goderich.....	873	965
Saint John.....	2,876	3,439	Guelph.....	1,833	2,235
St. Stephen.....	1,888	1,651	Hamilton.....	15,202	15,652
Sussex.....	797	651	Hawkesbury.....	1,288	1,298
Woodstock.....	2,230	1,942	Kapuskasung.....	1,081	762
Quebec.....	244,798	234,970	Kenora.....	1,409	1,168
Alma.....	3,504	3,401	Kingston.....	2,862	2,956
Asbestos.....	1,042	987	Kirkland Lake.....	1,196	1,807
Baie Comeau.....	1,666	1,481	Kitchener.....	3,250	3,687
Beaulieu.....	1,661	1,557	Leamington.....	1,033	1,218
Buckingham.....	1,743	1,550	Lindsay.....	905	924
Causapscal.....	3,553	3,409	Listowel.....	546	644
Chandler.....	2,795	2,761	London.....	5,827	6,082
Chicoutimi.....	3,562	3,503	Long Branch.....	4,260	4,408
Cowansville.....	565	627	Midland.....	1,610	1,732
Dolbeau.....	2,404	2,017	Napanea.....	1,024	1,008
Drummondville.....	2,819	2,726	New Lisleard ⁽²⁾	586	—
Farnham.....	734	779	Newmarket.....	1,886	1,922
Forestville.....	1,636	1,831	Niagara Falls.....	3,398	3,357
Gaspé.....	2,748	2,636	North Bay.....	2,447	2,396
Granby.....	3,025	2,726	Oakville.....	996	1,043
Hull.....	5,915	5,374	Orillia.....	1,323	1,445
Joliette.....	5,509	5,538	Oshawa.....	5,555	4,760
Jonquière.....	3,797	3,716	Ottawa.....	9,536	8,617
Lachute.....	1,364	1,137	Owen Sound.....	2,341	2,324
Lac Mégantic.....	1,813	1,837	Parry Sound.....	861	897
La Malbaie.....	3,452	3,293	Pembroke.....	2,526	2,600
La Tuque.....	1,320	1,226	Perth.....	768	785
Lévis.....	5,134	5,086	Peterborough.....	3,867	4,054
Louiseville.....	1,771	1,703	Picton.....	656	656
Magog.....	1,026	847	Port Arthur.....	5,056	5,428
Maniwaki.....	1,302	1,353	Port Colborne.....	1,362	1,264
Matane.....	4,734	4,444	Prescott.....	1,104	1,139
Mont-Laurier.....	1,461	1,647	Renfrew.....	780	785
Montmagny.....	2,667	2,606	St. Catharines.....	5,231	5,353
Montréal.....	74,739	70,878	St. Thomas.....	1,192	1,464
New Richmond.....	2,680	2,934	Sarnia.....	2,937	3,414
Port Alfred.....	2,016	1,846	Sault Ste. Marie.....	3,432	3,162
Québec.....	16,811	16,410	Simcoe.....	2,083	1,883
Rimouski.....	5,938	6,395	Sioux Lookout.....	—	313
Rivière du Loup.....	7,636	7,736	Smiths Falls.....	729	722
Roberval.....	2,207	2,238	Stratford.....	1,073	1,248
Rouyn.....	3,229	2,965	Sturgeon Falls.....	1,259	1,255
Ste. Agathe des Monts.....	1,614	1,615	Sudbury.....	6,517	5,129
Ste. Anne de Bellevue.....	1,512	1,497	Tillsonburg.....	659	606
Ste. Thérèse.....	3,250	2,870	Timmins.....	2,344	2,718
St. Hyacinthe.....	2,578	2,431	Toronto.....	54,514	55,549
St. Jean.....	3,035	2,624	Trenton.....	1,175	922
St. Jérôme.....	2,417	2,295	Walkerton.....	1,093	1,083
Sept-Îles.....	3,079	2,867	Wallaceburg.....	832	888
Shawinigan.....	6,204	5,820	Welland.....	2,411	2,789
Sherbrooke.....	6,726	6,134	Weston.....	4,659	4,802
			Windsor.....	9,129	11,178
			Woodstock.....	1,067	1,238

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,
AT FEBRUARY 28, 1963**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) Feb. 28, 1963	Previous Year Feb. 28, 1962		(1) Feb. 28, 1963	Previous Year Feb. 28, 1962
Manitoba	36,120	35,350	British Columbia	74,689	75,049
Brandon.....	3,245	3,217	Chilliwack.....	2,226	2,301
Dauphin.....	2,290	2,333	Courtenay.....	1,314	1,039
Flin Flon.....	273	232	Cranbrook.....	1,291	1,443
Fortage la Prairie.....	1,694	1,705	Dawson Creek.....	1,437	1,211
The Pas.....	607	490	Duncan.....	748	781
Winnipeg ⁽⁴⁾	28,011	27,323	Kamloops.....	1,753	1,896
Saskatchewan	27,503	28,078	Kelowna.....	1,930	2,030
Estevan.....	558	674	Kitimat.....	172	225
Lloydminster.....	654	688	Mission City.....	1,408	1,324
Moose Jaw.....	2,081	2,268	Nanaimo.....	1,222	1,144
North Battleford.....	1,813	1,776	Nelson.....	1,200	1,413
Prince Albert.....	3,509	3,425	New Westminster.....	10,503	11,317
Regina.....	6,605	7,020	Penticton.....	2,141	2,142
Saskatoon.....	6,542	6,220	Port Alberni.....	708	790
Swift Current.....	1,347	1,488	Prince George.....	1,744	1,654
Weyburn.....	643	775	Prince Rupert.....	1,734	1,768
Yorkton.....	3,751	3,744	Princeton.....	647	701
Alberta	42,072	40,152	Quesnel.....	1,060	1,043
Blairmore.....	648	643	Trail.....	1,334	1,358
Calgary.....	13,434	12,372	Vancouver.....	32,459	31,762
Drumheller.....	790	783	Vernon.....	2,402	2,696
Edmonton.....	17,725	17,151	Victoria.....	4,572	4,346
Edson.....	473	685	Whitehorse.....	684	665
Grande Prairie.....	1,071	987	CANADA	755,071	747,547
Lethbridge.....	3,815	3,815	Males.....	591,207	585,555
Medicine Hat.....	2,053	1,874	Females.....	163,864	161,992
Red Deer.....	2,063	1,842			

(1) Preliminary, subject to revision.

(2) Includes 1,428 registrations reported by the Magdalen Islands local office.

(3) Prior to May 1962, figures included with Kirkland Lake local office.

(4) Winnipeg includes Sioux Lookout as of November 1, 1962.

Settlements During March

(Continued from page 304)

SASKATCHEWAN GOVERNMENT TELEPHONES—COMMUNICATIONS WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 1,800 empl.—wage increases of 3% eff. first yr. of agreement and 3% eff. second yr. for plant and traffic empl.; 3% eff. first yr. of agreement and 2½% eff. second yr. for clerical empl.; hrs. of work for clerical empl. to be reduced to 36½ a wk. eff. Oct. 1, 1963 (formerly 37½).

SASK. PROVINCIAL HOSPITALS, MOOSE JAW, NORTH BATTLEFORD, PRINCE ALBERT & WEYBURN, SASK.—CLC-CHARTERED LOCAL & PUBLIC SERVICE EMPL. (CLC): 2-yr. agreement covering 1,800 empl.—wage increases of 3% eff. first yr. of agreement and 1½% eff. second yr. of agreement.

TCA CANADA-WIDE—MACHINISTS (AFL-CIO/CLC): 2-yr. agreement covering 4,400 empl.—wage increase of 3% with a minimum of \$2.40 a wk. retroactive to July 3, 1962; classification adjustments eff. March 26, 1963; wage reopener eff. July 1, 1963; evening and night shift premiums increased to 9¢ and 16¢ respectively (formerly 8¢ and 15¢); 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.) and 4 wks. after 25 yrs. of service (new clause); rate for labourer \$1.81 an hr.

UNIVERSITY HOSPITAL, SASKATOON, SASK.—BUILDING SERVICE EMPL. (AFL-CIO/CLC): wage increases for 600 empl. amounting to 2½% of salary range mid-points to be applied to each step as a result of negotiations on a wage reopener provided for in 2-yr. agreement expiring Dec. 31, 1963.

VANCOUVER CITY, B.C.—PUBLIC EMPL. (CLC) (INSIDE EMPL.): 1-yr. agreement covering 1,200 empl.—general wage increase of 2.67% with a minimum of \$9 a mo.; 3 wks. vacation after 5 yrs. of service (formerly after 7 yrs.); rate for clerk-typist \$215 a mo.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 1432, December 1962 issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1962—December.....	4,264,000	3,672,000	592,000*
November.....	4,094,000	3,719,800	374,200*
October.....	3,991,000	3,746,900	244,100
September.....	3,977,000	3,779,200	197,800
August.....	3,995,000	3,796,300	198,700
July.....	3,976,000	3,764,000	212,000
June.....	3,954,000	3,739,700	214,300
May.....	3,889,000	3,625,100	263,900
April.....	4,064,000	3,499,500	564,500
March.....	4,144,000	3,456,500	687,500
February.....	4,161,000	3,442,300	718,700
January.....	4,158,000	3,459,500	698,500
1961—December.....	4,139,000	3,537,800	601,200

*By virtue of seasonal benefit class B, the claimant count during the seasonal benefit period may include a number of persons who were not represented in the insured population within the last six months. This explains, in part, unequal variations in the month-to-month movement of the employed and claimants.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, JANUARY 1963

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	12,171	10,384	1,787	19,120	15,666	3,454	2,712
Prince Edward Island.....	2,525	2,205	320	3,396	2,922	474	507
Nova Scotia.....	17,157	14,287	2,870	20,309	17,905	2,404	3,394
New Brunswick.....	15,737	12,787	2,950	18,477	15,494	2,983	2,966
Quebec.....	97,987	74,643	23,344	116,770	98,735	18,035	26,188
Ontario.....	100,996	74,887	26,109	115,576	98,941	16,635	23,445
Manitoba.....	13,726	10,989	2,737	14,714	12,721	1,993	3,645
Saskatchewan.....	10,163	8,377	1,786	12,237	10,521	1,726	2,736
Alberta.....	17,974	13,414	4,560	18,042	15,281	2,761	5,043
British Columbia (incl. Yukon Territory).....	30,964	23,753	7,211	34,903	29,370	5,533	6,463
Total, Canada, January 1963.....	319,400	245,726	73,674	373,544	317,556	55,988	77,099
Total, Canada, December 1962.....	323,844	241,050	82,794	292,071	246,972	45,099	131,243
Total, Canada, January 1962.....	320,216	237,296	82,920	366,468	311,347	55,121	67,996

*In addition, revised claims received numbered 56,251.

†In addition, 53,656 revised claims were disposed of. Of these, 6,406 were special requests not granted and 3,038 appeals by claimants. There were 12,961 revised claims pending at the end of the month.

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES, BY
NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,
AND PERCENTAGE POSTAL, JANUARY 31, 1963**

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province and Sex	Total Claimants	Number of weeks on claim (based on 20 per cent sample)					Percent- age Postal	January 31, 1962 total claimants
		1-4	5-13	14-26	27-39	40 or more		
Canada.....	703,081	283,876	331,361	63,002	17,768	7,074	42.3	698,538
Male.....	557,740	227,512	274,124	41,284	10,410	4,410	45.6	553,422
Female.....	145,341	56,364	57,237	21,718	7,358	2,664	29.7	145,116
Newfoundland.....	39,380	12,444	23,615	2,401	502	418	83.7	36,264
Male.....	37,486	12,030	22,911	1,955	429	161	84.7	34,377
Female.....	1,894	414	704	446	73	257	64.0	1,887
Prince Edward Island.....	7,802	2,275	5,098	324	88	17	79.3	7,431
Male.....	6,577	1,956	4,294	256	60	11	81.2	6,219
Female.....	1,225	319	804	68	28	6	69.4	1,212
Nova Scotia.....	39,971	15,800	19,362	3,454	1,009	346	59.7	41,071
Male.....	34,574	13,797	17,091	2,679	744	263	62.3	35,908
Female.....	5,397	2,003	2,271	775	265	83	43.5	5,163
New Brunswick.....	37,744	12,492	21,475	2,707	888	182	72.2	36,401
Male.....	31,068	10,448	17,991	1,928	583	118	74.7	30,287
Female.....	6,676	2,044	3,484	779	305	64	60.5	6,114
Quebec.....	208,435	83,771	97,962	19,102	5,962	1,638	39.9	200,876
Male.....	168,660	69,156	82,401	12,747	3,369	987	43.0	161,092
Female.....	39,775	14,615	15,561	6,355	2,593	651	27.1	39,784
Ontario.....	197,795	84,384	86,496	19,246	5,206	2,463	26.3	202,609
Male.....	146,142	63,693	66,298	11,755	2,833	1,563	27.1	150,297
Female.....	51,653	20,691	20,198	7,491	2,373	900	24.0	52,312
Manitoba.....	36,169	15,605	16,152	2,940	880	592	35.0	35,322
Male.....	27,900	11,894	13,046	2,016	566	378	39.6	28,138
Female.....	8,269	3,711	3,106	924	314	214	19.7	7,184
Saskatchewan.....	25,683	10,268	13,077	1,829	357	152	52.0	25,952
Male.....	20,958	8,287	11,411	1,066	147	107	56.0	20,798
Female.....	4,725	1,981	1,666	823	210	45	34.1	5,154
Alberta.....	38,165	18,577	15,123	3,233	673	559	62.0	37,393
Male.....	31,242	15,546	12,903	1,987	450	356	63.4	29,728
Female.....	6,923	3,031	2,220	1,246	223	203	55.6	7,665
British Columbia.....	71,937	28,260	33,001	7,766	2,203	707	30.7	75,219
Male.....	53,133	20,705	25,778	4,955	1,229	466	33.2	56,578
Female.....	18,804	7,555	7,223	2,811	974	241	23.5	18,641

Note: Values less than 50 subject to relatively large sampling variability.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, JANUARY, 1963

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	133,315	3,222,563
Prince Edward Island.....	28,865	638,410
Nova Scotia.....	135,748	3,087,748
New Brunswick.....	128,605	2,869,298
Quebec.....	700,966	17,544,548
Ontario.....	664,301	16,455,977
Manitoba.....	115,933	2,952,942
Saskatchewan.....	91,725	2,200,279
Alberta.....	122,067	3,051,423
British Columbia (including Yukon Territory).....	240,732	6,536,706
Total, Canada, January 1963.....	2,362,257	58,559,894
Total, Canada, December 1962.....	1,266,735	31,086,589
Total, Canada, January 1962.....	2,352,548	57,799,308

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1962—March.....	129.7	124.4	134.0	112.9	139.9	157.2	146.7	117.5
April.....	130.3	125.8	134.0	113.2	140.2	158.1	146.6	117.9
May.....	130.1	124.5	134.5	112.8	140.4	158.2	147.1	117.9
June.....	130.5	125.6	134.9	113.1	140.4	158.2	147.0	117.9
July.....	131.0	127.0	135.1	112.9	140.7	158.4	147.8	117.9
August.....	131.4	128.4	135.1	112.7	140.8	158.2	147.8	118.0
September.....	131.0	126.8	135.2	113.3	140.3	158.2	147.6	118.0
October.....	131.5	127.2	135.4	115.6	139.9	160.0	147.8	118.0
November.....	131.9	127.7	135.6	116.0	140.6	159.8	148.2	117.8
December.....	131.9	127.8	135.7	115.8	140.2	159.8	148.2	117.8
1963—January.....	132.0	129.0	135.9	114.7	139.8	159.8	148.6	117.8
February.....	132.1	129.4	135.9	114.8	139.6	159.9	148.6	118.0
March.....	132.1	128.9	136.0	115.6	139.6	159.9	148.6	118.0

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF FEBRUARY 1963

(1949=100)

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Feb. 1962	Jan. 1963	Feb. 1963							
① St. John's, Nfld..	116.6	118.3	119.0	114.5	114.7	112.1	123.3	155.3	152.9	101.1
Halifax.....	129.6	130.9	130.9	123.7	134.6	124.8	138.7	163.0	165.2	124.5
Saint John.....	130.7	132.4	132.7	127.7	131.8	122.8	144.5	185.3	151.1	124.5
Montreal.....	130.1	132.4	132.4	135.4	134.6	107.1	158.7	169.3	144.2	118.7
Ottawa.....	131.0	132.9	133.2	129.5	137.5	119.8	153.4	163.3	142.3	123.9
Toronto.....	131.7	133.5	133.8	128.0	140.0	120.5	133.1	155.8	185.4	122.5
Winnipeg.....	128.1	130.0	129.8	127.9	129.3	119.4	135.1	173.8	139.4	120.4
Saskatoon-Regina..	126.7	128.3	128.1	125.2	127.3	128.1	136.9	144.6	147.0	119.5
Edmonton-Calgary	125.1	127.5	127.4	122.8	127.6	123.4	131.5	162.7	145.7	119.6
Vancouver.....	129.6	131.1	131.6	129.5	135.7	117.3	140.2	150.5	148.0	121.0

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

① St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 103, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1958-1963

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1958.....	253	262	112,397	2,872,340	0.24
1959.....	203	218	100,127	2,286,900	0.19
1960.....	268	274	49,408	738,700	0.06
1961.....	272	287	97,959	1,335,080	0.11
*1962.....	291	312	74,346	1,417,620	0.10
*1962: February.....	15	44	10,855	72,070	0.07
March.....	30	46	12,426	143,800	0.14
April.....	18	40	12,328	142,770	0.14
May.....	23	45	17,333	139,700	0.12
June.....	27	53	14,545	260,650	0.23
July.....	24	47	16,775	133,650	0.11
August.....	35	54	11,531	74,540	0.07
September.....	23	48	10,482	116,350	0.10
October.....	21	42	9,957	108,040	0.10
November.....	29	49	9,565	76,740	0.07
December.....	13	29	3,641	56,660	0.05
*1963: January.....	9	24	4,559	79,780	0.07
February.....	22	37	7,002	75,280	0.07

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, BY INDUSTRY, FEBRUARY 1963

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	2	1,515	17,790
Mines.....	2	395	1,020
Manufacturing.....	20	4,149	47,670
Construction.....	3	172	1,640
Transpn. & utilities.....	4	312	4,060
Trade.....	4	57	680
Finance.....			
Service.....	2	402	2,420
Public administration.....			
All industries.....	37	7,002	75,280

TABLE G-3—STRIKES AND LOCKOUTS, BY JURISDICTION, FEBRUARY 1963

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....	3	647	4,850
New Brunswick.....	2	143	220
Quebec.....	11	3,254	38,460
Ontario.....	13	2,689	28,690
Manitoba.....			
Saskatchewan.....			
Alberta.....			
British Columbia.....	6	184	2,810
Federal.....	2	85	250
All jurisdictions.....	37	7,002	75,280

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
FEBRUARY 1963**

(Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			February	Accumulated		
FORESTRY Kimberley-Clark Pulp & Paper, Long Lac and Geraldton, Ont.	Carpenters Loc. 2693 (AFL-CIO/CLC)	365	4,560	10,040	Jan. 14 Feb. 18	Wages, hours in new agreement~Return of workers under previous agreement pending arbitration board.
Spruce Falls Power & Paper (Woodlands Div.), Kapuskasing area, Ont.	Carpenters Loc. 2995 (AFL-CIO/CLC)	1,150	13,230	30,480	Jan. 14 Feb. 16	Wages, hours in new agreement~Return of workers under previous agreement pending arbitration board.
MINES <i>Mineral Fuels</i> Dominion Steel & Coal (MacBearn Mine), Thorburn, N.S.	Mine Workers Loc. 8672 (Ind.)	326	330	330	Feb. 28	Disciplinary suspension of one worker~
MANUFACTURING <i>Food and Beverages</i> James Strachan Bakery, Montreal, Que.	Bakery Workers (CLC)	150	1,000	2,380	Jan. 19 Feb. 10	Wages, guarantee of 40 hrs. per wk.~Wage increase 9¢ an hr., 40 hrs. per wk. guaranteed.
Wonder Bakeries, Montreal, Que.	Bakery Workers Loc. 55 (CLC)	150	1,000	2,000	Jan. 23 Feb. 11	Wages~Negotiations to be continued.
Lewis Connors & Sons, Back Bay, N.B.	Unorganized.	130	200	200	Feb. 18 Feb. 19	Wages—Return of workers.
<i>Textiles</i> Canadian Automotive Trim, Ajax, Ont.	Auto Workers Loc. 1090 (AFL-CIO/CLC)	285	1,710	1,710	Feb. 20 Mar. 1	Wages~Wage increase 5¢ an hr. Mar. 1, 1963, 4¢ Mar. 1, 1964, 4¢ Mar. 1, 1965.
Pinatel Piece Dye Works, Joliette, Que.	Textile Federation (CNTU)	170	170	170	Feb. 26 Feb. 27	Wages, hours~6¢ an hr. retroactive to Nov. 21, 1962, 4¢ May 21, 1963, 7¢ Nov. 21, 1963, 5¢ Nov. 21, 1964; other improved benefits.
<i>Clothing</i> Morwill Clothing, Joliette, Que.	Amalgamated Clothing Workers (AFL-CIO/CLC)	158	240	240	Feb. 4 Feb. 6	Grievances ~ Return of workers.
<i>Paper</i> Nova Scotia Pulp, Point Tupper, N.S.	Pulp and Paper Workers Loc. 972 (AFL-CIO/CLC)	305	4,420	4,420	Feb. 8	Wages~
<i>Primary Metals</i> Quebec Iron & Titanium, Tracy, Que.	Metal Trades' Federation (CNTU)	745	17,640	123,370	Aug. 28	New agreement~
<i>Metal Fabricating</i> Dominion Steel and Coal, Toronto, Ont.	Steelworkers Loc. 5629 (AFL-CIO/CLC)	228	1,180	1,180	Feb. 13 Feb. 20	Alleged slowness in settling grievances~Return of workers, settlement not reported.
Young Spring & Wire, Windsor, Ont.	Auto Workers Loc 195 (AFL-CIO/CLC)	230	1,380	1,380	Feb. 21 Mar. 1	Wages in a master contract~4¢ an hr. increase first year, 5¢ second year and 6¢ the third year; other improvements.
<i>Chemical Products</i> Shawinigan Chemicals, Shawinigan, Que.	CNTU—chartered local	1,285	14,140	166,710	Aug. 17 Feb. 18	Management rights, job evaluation, seniority rights, wages ~ Seniority rights to be applied, wage increase.
TRANSPN. & UTILITIES <i>Transportation</i> Two automobile dealers, Toronto, Ont.	Teamster Loc. 880 (Ind.)	210	3,780	3,780	Feb. 6	Union security, voluntary dues check-off~
SERVICE INDUSTRIES <i>Education</i> Alma School Commission, Alma, Que.	Unorganized.	400	2,400	2,400	Feb. 15 Feb. 25	Non-payment of salaries~ Salary arrears paid.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA, BY TYPE OF ACCIDENT AND INDUSTRY, DURING THE FOURTH QUARTER OF 1962

(Preliminary)

Type of Accident	Agriculture	Logging	Fishing	Mining	Manufacturing	Construction	Public Utility	Transportation, Storage Communication	Trade	Finance	Service	Unclassified	Total
Striking against or stepping on objects.....			1		1								2
Struck by:													
(a) tools, machinery, cranes, etc.....	1			2	1	5		1					9
(b) moving vehicles.....		21		7	8	9	2	4	1		4		10
(c) other objects.....	2												57
Caught in, on or between machinery, vehicles, etc.....	10	3		3	8	2		2			1		29
Collisions, derailments, wrecks, etc.....	6	2		5	7	6	3	12	6		8		55
Falls and slips:													
(a) on same level.....					1				1				2
(b) to different levels.....	5	2	3	3	8	11	1	6	1		2		42
Conflagrations, temperature extremes and explosions.....	1				2	3	2	4	1				13
Inhalation, absorptions, asphyxiation and industrial diseases.....				5	4	1		1					11
Electric current.....					1	5		2			1		9
Over-exertion.....					2		1						3
Miscellaneous accidents.....		1			1			1			1		4
Total, fourth quarter 1962.....	25	29	4	26	44	44	9	34	14	....	17	....	246*

*Of this total 180 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners: details of the remaining 66 were obtained from other sources. The number of fatalities that occur during a quarter is usually greater than shown, as not all fatalities are reported in time for inclusion in the quarterly tables. Fatalities not recorded in the quarterly tables are included in annual tables appearing in the May issue.

TABLE H-2—INDUSTRIAL FATALITIES, BY INDUSTRY AND PROVINCE, DURING THE FOURTH QUARTER OF 1962

(Preliminary)

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon & N.W.T.	Total
Agriculture.....	1	1	1		4	10	2	3	3			25
Logging.....			1	3	2	6	1		2	14		29
Fishing and Trapping.....	2			1		1						4
Mining and Quarrying.....	2		1	1		9		2	5	6		26
Manufacturing.....	2		1	2	6	20	2		3	8		44
Construction.....	8	1	2	1	6	13	2		4	7		44
Public Utilities.....					3	4			2			9
Transportation, Storage and Communication.....	4	1	2	1	7	10	3		4	2		34
Trade.....			1	1	1	5	1	1	3	1		14
Finance.....						8	1	1	1	4		17
Service.....	1		1									
Unclassified.....												
Total.....	20	3	10	10	29	86	12	7	27	42	....	246*

*See footnote to Table H-1.

Technical Note to "D" Tables

Tables D-1 to D-5 present selected statistics emanating from operations of National Employment Offices. These statistics, therefore, must be interpreted in the light of National Employment Service policy, operations, and reporting methods. Within this context, these operational statistics can provide useful information on labour supply and demand, historically and at specific points in time, by occupations, industries and local office areas.

Each National Employment Office is engaged in: (1) receiving applications for employment, assessing and recording the qualifications, interests, and aptitudes of the applicants, and assigning the occupational classifications which represent the applicants' highest levels of skill; (2) receiving orders for workers from employers, recording the employers' specifications for job vacancies, and classifying the orders occupationally and according to the industrial activity of the employers; (3) selecting from among available applicants the persons whose qualifications most closely approximate the specifications on the employers' orders; and (4) initiating clearance procedure to inform other National Employment Offices when suitable applicants are not available locally to fill employers' requirements. (There are numerous other related activities engaged in by National Employment Offices, but these are not the subject of the operational statistics under discussion.)

The industrial classification system used to classify employers and employers' orders is the Standard Industrial Classification of the Dominion Bureau of Statistics.

The occupational classification system used for classifying employers' orders and applications for employment is that of the Dictionary of Occupational Titles, published by the United States Employment Service. This system is based solely on the needs of the personnel selection process, and as a result is dissimilar from other occupational groupings such as occur in the census or in various salary evaluation systems.

The two basic statistical reports of the National Employment Service reflect these operations and systems of classification.

One of these statistical reports is produced from a physical count of the local office files of orders and applications, and shows by occupational groups the number of unfilled vacancies and registrations for employment that are active *on the last working day of each month*. Certain exclusions are made in this count, however. Total unfilled vacancies specifically exclude "deferred vacancies," i.e., those vacancies that are listed with the local offices

but for which employers are not yet ready to accept referrals or confirm hiring. Total registrations for employment exclude those persons who are known to be employed but are seeking different work, those persons who also have applications registered with other local offices, those persons who are seeking part-time work only, those persons who have registered in advance of their availability for work, and a few other similar categories. Since registrations are retained on an active basis for 14 days, these totals will include some applicants who have found work on their own but have not so notified the local office. Month-end data taken from this report on unfilled vacancies and registrations for employment are to be found in Tables D-1, D-4 and D-5. With particular reference to Table D-5, it should be noted that the totals given for each office represent the whole area served by the office and not simply those in the city or town in which the office is located.

The other basic statistical report contains monthly totals of certain National Employment Office operations, including such items as registrations received, vacancies notified, and placements effected, *during the whole of the month reported*. In this report, "registrations received" include the total number of registrations recorded during the month, and therefore differ considerably from "registrations for employment" taken from the other report, which deals only with selected registrations at a specific point in time. Vacancies notified and placements effected are recorded in this report by industry groups, but in the table published here, only placements effected are shown by industry groups.

"Vacancies Notified" are the total number of job openings that have been listed by employers with National Employment Offices, and, as such, provide an indication of fluctuations in the demand for workers. "Placements Effected" are the number of confirmed placements made by the NES on the vacancies notified. As such, placements effected provide an indicator of the number of persons who have found employment during the period. Placements effected include regular placements, casual placements (in jobs with an anticipated duration of six days or less), and transfer-out (placements involving the movement of workers from one local office area to another).

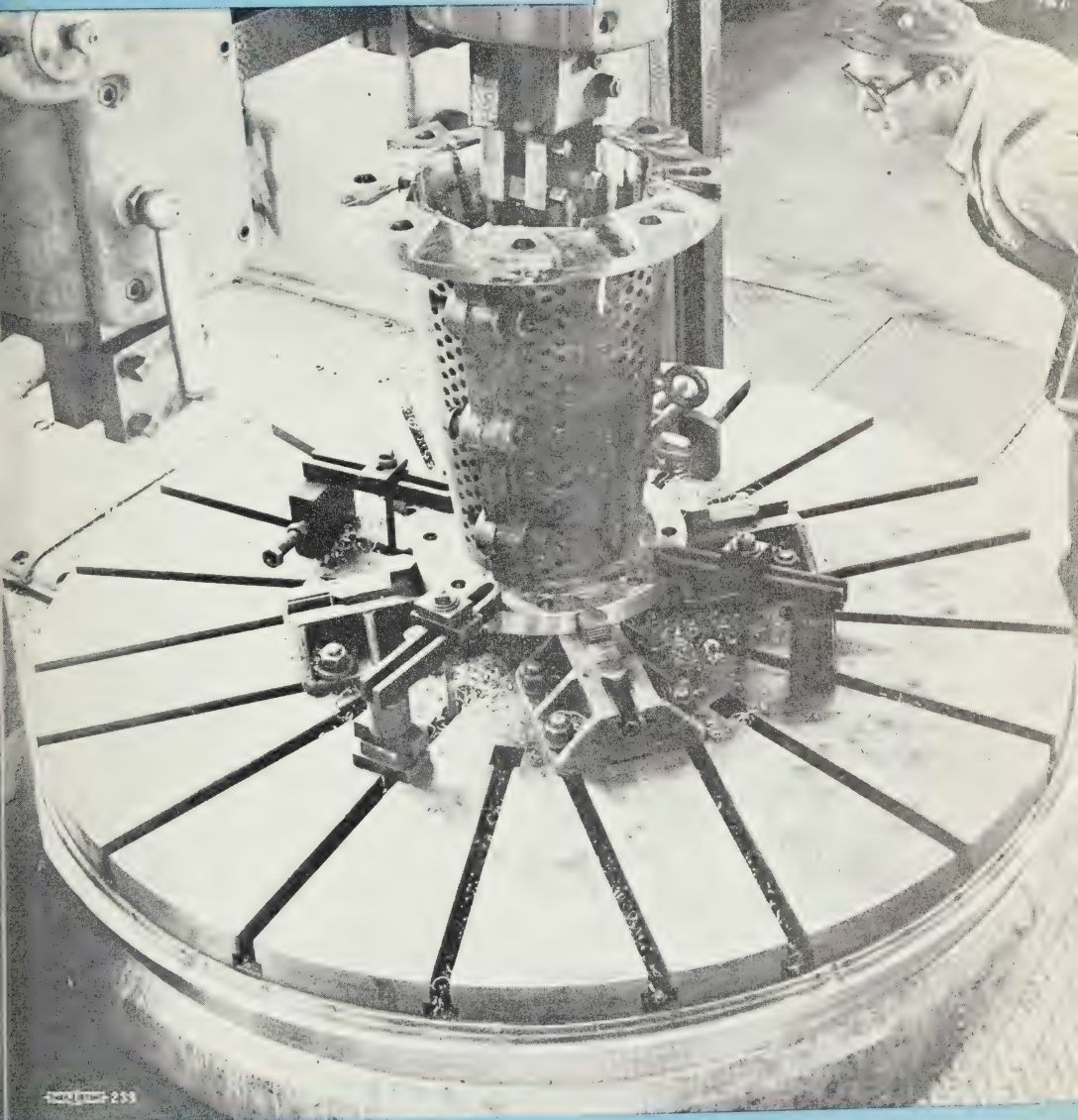
Tables D-2 and D-3 contain data on registrations received, vacancies notified and placements effected, and placements by industry, respectively, taken from the operational report covering the whole of each month.



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(Continued on page three of cover)

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University Research Program

Since 1951, Department, in co-operation with Canadian universities, has made annual grants to qualified persons undertaking research studies in the labour field. The 75 grants made since start of program have amounted to \$68,650

Since 1951, the Department of Labour, in co-operation with representatives of Canadian universities, has awarded grants annually to qualified persons undertaking studies in the labour field. During 1962, grants totalling \$8,700 were awarded for seven different studies (L.G., April, p. 276).

The purpose of the grants is to facilitate research projects directed to a better understanding of labour matters in the Canadian economy.

When the Labour Department-University Research Program began in 1951, grants were awarded for studies in industrial relations; in 1961 the program was widened to include research in manpower requirements and utilization, and investment in education and training.

In 1962, the amount available for these grants was raised from \$7,000 to \$10,000 a year. Since the start of the program, 75 initial and supplementary grants have been made, totalling \$68,650 and involving 51 individual studies.

This financial assistance may include the covering of the expenses of conducting the studies, or of the hiring of research, clerical, or stenographic assistance.

Results of Program

The program has considerably increased the body of knowledge on a number of complex problems in the field of industrial relations. It has also attracted research persons to the general field of labour economics, in which today there is a shortage of qualified workers, particularly in the rapidly expanding area of manpower research.

Applicants for grants and their subjects for studies are approved by the Labour Department-University Research Committee, under the Economics and Research Branch. The present Committee has six members, three representing the university community and the three others, the Department of Labour.

The three University representatives are: Prof. H. D. Woods, McGill University; Prof. Oswald Hall, University of Toronto; and Prof. Jean-Réal Cardin, Laval University. The three Department of Labour representatives on the Committee are: Dr. W. R.

Dymond, Assistant Deputy Minister of Labour, who is Chairman of the Committee; J. P. Francis, Director, Economics and Research Branch; and Bernard Wilson, Director, Industrial Relations Branch.

Secretary of the Committee is Dr. Gil Schonning, Assistant Director, Economics and Research Branch. Assistant Secretary is N. M. Meltz, also of the Economics and Research Branch.

The appointment of representatives from the universities is made by the Minister of Labour on the basis of suggestions from the universities.

Applicants

Applicants or candidates for grants must be postgraduate students, university faculty members, or others possessing research qualifications, provided they are Canadian citizens or have a degree from a Canadian university.

The postgraduate training of applicants must be in a social science. Applicants who have not attained their Ph.D. degree or professorial rank in a university are required to have a qualified university staff member act as consultant on their research programs.

Subjects of studies and candidates approved by the Committee during 1962 were announced in the April LABOUR GAZETTE, page 276.

Must Submit Report

The rights to a study remain the property of the author. It is required of him, however, that he submit a report and summary of his findings to the Labour Department-University Research Committee.

Studies have been published in article and book forms. Digests of some have appeared in the LABOUR GAZETTE: "Labour Arbitration in Canada," by Prof. A. W. R. Carruthers, University of British Columbia; "Government Supervised Strike Votes," by Prof. F. R. Anton, University of Alberta, both in 1961; and "Patterns of Industrial Dispute Settlement in five Canadian Industries," in 1959.

50 Years Ago This Month

Representatives of British Columbia Federation of Labour, appearing before Provincial Labour Commission, complain of take-over by Orientals of many jobs in province, comment on eight-hour day and on unemployment of past winter

The views and desires of organized labour were set forth at hearings of the Provincial Labour Commission of British Columbia in Vancouver, a report of which was published in the LABOUR GAZETTE of May 1913. The following were among the matters pressed by representatives of the British Columbia Federation of Labour.

Asiatics had taken possession of the industrial field in British Columbia to an extent hardly realized by the people of the province themselves, one of the Federation's spokesmen said. Canneries and sawmills were manned almost exclusively by Orientals, and truck gardening had become entirely the work of the Chinese. In fact, Orientals were found to a greater or less extent in almost every industry with the exception of railway construction, from which they had so far been excluded by law.

Organized labour considered this a very undesirable state of affairs but thought that little could be done about it unless and until a rigid policy of Oriental exclusion was adopted. Meanwhile, an emphatic demand was made that the children of Orientals should not be allowed to attend the same schools as whites. "This demand," the GAZETTE's report said, "was based frankly on the contention that Oriental children exert a bad moral influence, to which the children of their white neighbours ought not be subjected."

The Federation was concerned about prevention of the theft of carpenters' tools, which seemed to have become widespread in the Coast cities. The Federation's representative proposed that it should be made a legal requirement that "before such tools can be pawned or sold to a secondhand dealer, the owner or alleged owner must go to the nearest police station and make affidavit that the tools are his, and must be accompanied by a householder favourably known to the police who would be required to make a similar affidavit . . ."

A second plan of dealing with the problem was proposed by another witness, who suggested that, "as every carpenter is in the habit of stamping his name on the handles of his tools, all that was necessary would be to keep the tools in one place, and the name stamp in another; and to make it a provision of law that no such tools could

be pawned or sold unless accompanied by the name stamp."

Payment of wages in cash, instead of by cheque, was another matter that was "vehemently urged," the GAZETTE said. Payment every week, or at least every two weeks, was advocated. But this question "was found to involve to a considerable extent the problem of a weekly half-holiday.

"There is now a weekly half-holiday on Wednesday in some of the municipalities of the province, but a feeling exists that it ought to be universal, and ought to be on Saturday afternoon. One great obstacle in the way of realizing this ideal is that Saturday is payday in most of the trades, and if the half-holiday is to be introduced, the payday will have to be changed."

The manager of a large department store in Vancouver who told the Commission that he was in favour of a Saturday half-holiday remarked that the great bulk of the business done on Saturday afternoon and evening was with working people. This was regretfully admitted by the representatives of organized labour, the LABOUR GAZETTE said, but was blamed largely on the present system of payment of wages.

"Something, but not very much, was said about the eight-hour day. Broadly speaking, the eight-hour day prevails where labour is organized, and does not prevail where labour is not organized. The building trades all have eight hours, as have also the miners. On provincial Government road construction the day is nine hours. Mr. ——— specifically asked that in smelters the working day be reduced to a maximum of eight hours. He declined to suggest a similar arrangement for the street railway, whose day is now nine hours . . ."

The employment agencies that "flourish" on the Coast were described by the representatives of organized labour "in language of contempt. Employment agents were characterized as undesirable citizens who are constantly guilty of taking fees from poor men, whom they then get rid of by sending them to points where no employment is to be obtained."

A Federation representative estimated that "about 10 per cent of organized labour, and about 30 per cent of unorganized labour, had been idle in Vancouver during the past winter."

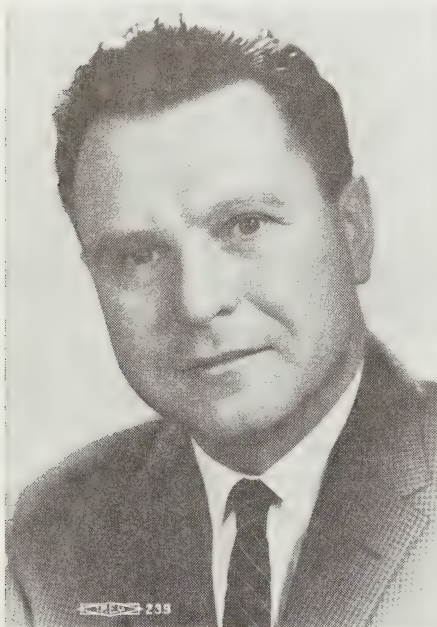
Allan J. MacEachen New Minister of Labour

Allan Joseph MacEachen, born in Inverness, N.S., in 1921, and M.P. for his native riding of Inverness-Richmond, was sworn in as Canada's 17th Minister of Labour on April 22.

Mr. MacEachen is a B.A. (1944) of St. Francis Xavier University and an M.A. (1946) of the University of Toronto, where he studied economics. He was Professor of Economics and Head of the Department of Economics and Social Sciences of St. Francis Xavier University from 1946 to 1948. He studied at the University of Chicago, Department of Economics, in 1948, and at the Massachusetts Institute of Technology, Department of Economics and Social Science, in 1951-53.

The new minister was first elected to the House of Commons in the general election of 1953, and re-elected in 1957. He was defeated in the general election of 1958, and was elected again in 1962. He served as Special Assistant to Prime Minister Pearson from 1958 to 1962, while the latter was Leader of the Opposition.

Mr. MacEachen was Parliamentary Observer to the 10th General Assembly of the United Nations in New York in 1955,



—Paul Horsdal, Ottawa

Hon. Allan J. MacEachen

and alternate Canadian Delegate to the 22nd Session of the Economic and Social Council of the United Nations in 1956.

On April 25 the Prime Minister announced the appointment of James Allen Byrne as Parliamentary Assistant to the Minister of Labour.

Mr. Byrne, who is 52 years of age, was liberal M.P. for Kootenay East from 1949 to 1958, and regained his seat in the general election of 1962.

He is a mine supervisor and a member of Local 651, International Union of Mine, Mill and Smelter Workers (Canada).

Chief Conciliator in Toronto, F.J. Ainsborough Retires

Francis J. Ainsborough, industrial relations specialist in charge of the Toronto office of the Industrial Relations Branch of the Department of Labour since 1948, retired on April 19 after 26 years service with the Department.

Mr. Ainsborough, who was born in Ottawa in 1892, was graduated from Ottawa University in 1912. The same year he joined the Grand Trunk Railway as a clerk-accountant. During the First World War, he enlisted as a gunner in the Royal Canadian Field Artillery in 1915, and saw service in France. He was wounded in 1917, and was discharged in 1919 as a lieutenant. He was awarded the Mons Star and the Military Cross.

After his return to civil life, Mr. Ainsborough spent more than 25 years in the Passenger Car Department of the Canadian National Railways in Ottawa. During this time he was for 16 years local chairman of his division, and also served as a member of the Board of Adjustment, Canadian National Railways. At various times he held office as President of the Ottawa Division of the Canadian Brotherhood of Railway Employees, as the union was then called.

In 1938, he was appointed junior wage investigator and conciliation officer in the Department of Labour. He was promoted to Industrial Relations Officer 3 in 1941 to Industrial Relations Officer 4 in 1947, and to Industrial Relations Specialist in 1948. In 1953 he was promoted to Industrial Relations Officer 7.

Mr. Ainsborough has been succeeded by T. B. McRae.

Two Advisory Bodies to Minister Marking 20th Anniversaries

This year is the 20th anniversary of the formation of the Vocational Training Advisory Council and of its associated National Apprenticeship Training Advisory Committee. The Vocational Training Advisory Council was recently renamed the National Technical and Vocational Training Advisory Council.

To mark the occasion, the meeting of the Council this month was extended from the usual two days to five days, and was held in Edmonton and Calgary rather than in Ottawa. Dr. G. Fred McNally, chairman of the Council, is a former Chancellor of the University of Alberta.

The opening session in Edmonton on May 27 was a joint meeting of the Council and the Alberta Technical and Vocational Training Advisory Board.

During the week the Council participated in official openings of three buildings: of the Northern Alberta Institute of Technology in Edmonton on May 27, of a project of the Calgary Public School Board on May 28, and of the Education Building, University of Alberta, Edmonton, on May 30.

The original Vocational Training Advisory Council came into being in 1942-43. It was set up to advise the Minister of Labour on the operation of the Vocational Training Co-ordination Act, enacted on June 13, 1942 to replace the Vocational Education Act, 1931. The Council held its first meeting on February 23-24, 1943.

The Council was replaced by the National Technical and Vocational Training Advisory Council with the enactment in 1960 of the Technical and Vocational Training Assistance Act to replace the 1942 Act.

The National Apprenticeship Training Advisory Committee was formed in 1943 as a standing committee of the then Vocational Training Advisory Council—now the National Technical and Vocational Training Advisory Council. The Committee makes recommendations to the Council on inter-provincial apprenticeship training as it relates to the federal-provincial Apprenticeship Training Agreement.

The first standing committee on Apprenticeship and Industrial Training consisted of a chairman and six members (L.G. 1943, p. 348). It made its first recommendations on apprenticeship to the Council at the latter's first meeting in February 1943.

The committee's report, which was approved by the Council, recommended that apprenticeship acts be passed in those provinces not yet having such acts; proposed the appointment of a full-time Director or

Supervisor of Apprenticeship by each provincial Government; and recommended that a thorough study be made of existing apprenticeship programs and of the development of additional programs.

The first report further urged that efforts be made to induce young people to enter and continue in courses of apprenticeship or vocational training during the period immediately following the cessation of the Second World War.

Today the National Apprenticeship Training Advisory Committee consists of a chairman and 11 members, representing the provinces, organized labour, and employers.

The present Chairman is H. C. Nicholls, President, Milne and Nicholls Limited, Toronto.

NLRB Awards Photocomposition Work to Typographical Union

An award by the National Labor Relations Board in the United States has confirmed an employer's assignment to members of the International Typographical Union of the job of setting newspaper type by a new process of photo composition, notwithstanding the contention of the American Newspaper Guild and the International Photo Engravers' Union that the work was more closely allied to that of their craft.

The Philadelphia Inquirer employs the new process to set 20 per cent of its advertising matter. The process uses a photographic method involving a good deal of dark-room work instead of the traditional way of forming type by casting hot metal.

In justifying the assignment of this work to the ITU, the employer argued that it was part of an integrated process, all parts of which should be performed by members of the same union, and secondly that employees displaced by the new process were entitled to the work it created.

The chairman and one of the members of the Board agreed with the employer's decision in assigning the work to ITU members, noting that the spread of the new techniques jeopardizes the jobs of many composing room employees. They also thought favourably of the ITU's foresight in training its members for the new jobs.

Another member disagreed with this reasoning but accepted the decision of the other two because he "would upset an employer's assignment only in the face of circumstances which virtually compel a contrary result."

The minority of the Board favoured the newspaper's regular photographers, represented by the Newspaper Guild, for the work.

Writer Deals with Fallacies and Facts About Automation

The problems that automation gives rise to are not unprecedented, either in kind or in degree, but the solutions will not come automatically, says Victor R. Fuchs, a member of the staff of the National Bureau of Economic Research in the United States and a consultant to the Ford Foundation, in an article, "Fallacies and Facts About Automation," in *The New York Times Magazine* of April 7.

Greatest Danger

"The greatest danger is not that technological change will come too quickly, but that our institutions will adapt too slowly to the problems and the promise of automation," he says.

The present debate over automation, he contends, tends to be dominated by the "alarmists" and the "do-nothing" schools—those, on the one hand, who can see nothing but glutted warehouses and unemployed people; and, on the other, those who regard automation as an unmixed blessing.

He enumerates some of the fallacies of the "alarmists" and answers them as follows:

1. "The rate at which labour is being displaced by technological change is more rapid now than in the past.—This particular fallacy lies at the heart of the "alarmist" position. It is the fundamental premise; the rest is elaboration . . . But the fact is that there is no economic evidence to support this premise."

2. "Automation makes it possible to produce more goods and services than we can possibly use.— . . . Most of [this] talk is nonsense."

3. "Automation will result in mass unemployment because there will not be enough purchasing power to buy the increased output. . . . —[This] is not factually false, but it is illogical . . . This could happen. Indeed, it did happen in the 1930's. But it is incorrect to argue that it must happen. Whether it does or not will depend primarily on whether we are able to manage our monetary and financial affairs in a sensible manner . . ."

Fallacies of Other School

Of the fallacies of the "do-nothing" school, Mr. Fuchs says:

1. "Automation automatically creates at least as many new jobs as it eliminates . . . —The job-creating potential of automation is present, but there is nothing automatic about it. It depends upon many things—price policies, wage policies, investment policies and the maintenance of a high level of effective demand in the economy."

2. "Automation always results in more interesting jobs, requiring greater skill and training . . . —If one takes a national and long-run view of automation, it is clear that skill and educational requirements will be upgraded. Similarly, technological unemployment tends to disappear in the long run. The fallacy lies in the failure to realize that what is true in the long run need not be true in the short, and what is true in general is not true in some specific cases."

3. "Any problem created by automation can be solved by the individual firm concerned or by local government.—Efforts by individual firms, unions and local governments to deal with the problems created by automation are to be commended. We should not, however, blindly put our trust in them simply out of fear or dislike of the federal Government. Some federal activities are warranted on economic grounds, and might obviate the necessity for the Government to assume a much larger role . . ."

Productivity Council Given Report On Research into Automation

A report on research into the effects of automation and technological change was given to the National Productivity Council at a regular meeting in Ottawa at the end of March by J. P. Francis, Director of the Economics and Research Branch, Department of Labour.

Mr. Francis stressed that technological changes were causing constant shifts in occupations, requiring continuous training of adults to meet the job changes. His report called for labour and industry to make a joint approach to the problems of training and retraining.

Other reports to the meeting were given by Dr. John Convey, Director of the Mines Branch, Department of Mines and Technical Surveys, a Council member, on research and development activities in the Canadian steel industry; by Dr. J. F. Lehmann, Director of Work Study for the Council, on the first national work study school being conducted at the Nova Scotia Technical College; and by A. H. Turner, Director of the Economics Division of the Department of Agriculture, on the increase in productivity in Canadian agriculture.

The Council approved plans, described by Dr. Lehmann, to establish a work study school in British Columbia and a work study centre in Quebec. Mr. Turner's report emphasized the need for training programs specifically tailored to agriculture.

21st Annual Spring Conference of Personnel Association of Toronto

Subjects of addresses include industrial relations developments, the Ontario portable pensions bill, implications of labour relations abroad, government intervention in labour-management relations. One panel discusses arbitration

The 21st Annual Spring Conference of The Personnel Association of Toronto Inc., held on April 4 and 5 in Toronto, was attended by some 1,600 delegates. Among the subjects of addresses and panel discussions were a number dealing directly with labour-management relations.

Speaking on new developments in industrial relations, in the keynote address of the Conference, H. J. Clawson, Vice-President, Personnel, The Steel Company of Canada, Limited, asserted that prosperity in Europe was not primarily the result of labour-management co-operation, but of other factors, and that what works there would not necessarily work here.

A report on the Ontario "portable pensions" bill—which he described as unique on the North American continent and possibly in the world—was given by Laurence E. Coward, Vice-President and Director, William M. Mercer Limited. His address is dealt with separately below.

Dealing with the implications for Canada of labour relations abroad, John A. Belford, Vice-President, Personnel and Industrial Relations, Massey-Ferguson Limited, pointed out that industrial relations systems were not exportable—neither from Europe to Canada nor in the other direction—although there was much that could be learned from one another.

Discussing government intervention in labour-management relations, Colin C. Young, former member of the Ontario Labour Relations Board, pointed out, among other statements, that the OLRB was too often occupied with purely judicial matters that should be settled in the courts instead. The current practice also provided appreciable possibilities for error and injustice, he thought.

One of the panel discussions at the Conference centred on trends and highlights in arbitration. Moderator of this panel was D. G. Pyle, Central Ontario Industrial Relations Institute, and the other members were: John H. Osler, Q.C., of Jolliffe, Lewis and Osler; J. Wilfred Healy, of Miller, Thomson, Hicks, Sedgwick, Lewis and Healy; and G. A. Peckham, Ford Motor Company of Canada Limited.

H. J. Clawson

In his keynote address to the convention, "New Horizons for Personnel Management," H. J. Clawson, Vice-President, Personnel, The Steel Company of Canada, Limited, included a discussion of labour relations.

Mr. Clawson demonstrated that, although a great deal had been learned about collective bargaining in a relatively short period of time, there were still many problems remaining. He touched upon three of these.

First, he thought that "there will be more rather than less government intervention in the collective bargaining process, despite virtually unanimous opposition by both management and organized labour." He predicted that there would be a great deal more compulsory arbitration or government decree in negotiation of disputes within the next 10 to 15 years, and that this might become "a universal pattern in the major industries."

This trend would be accelerated by two basic factors: public interest would not allow anything more than a short strike in certain key industries, and governments might not be prepared to tolerate agreements in important pattern-setting industries "when such bargains may be inconsistent with government fiscal policies in maintaining certain wage or price levels." Industrial peace was not necessarily the same thing as economic wisdom, he said, citing the action of the Kennedy Administration in the United States when it proposed general guide lines for wage bargaining (L.G., July 1962, p. 812).

Mr. Clawson said that he was not advocating a system of government compulsion, but that he saw it coming "in spite of the grave consequences it would have for our free enterprise and free collective bargaining system."

There was something to be said, however, in favour of arbitration boards making binding awards in certain negotiation disputes, he stated, pointing out that such boards would be more likely to exercise power more responsibly than fact-finding or conciliation boards who recommend non-binding awards that employers feel compelled to accept, but which unions "have no compunction about rejecting."

Second Problem

The second problem he dealt with was government-labour-management co-operation. It was fashionable to talk about it, but the tendency was to oversimplify the matter, said Mr. Clawson, especially with references to Europe. He suggested that Europe's prosperity in the past decade was "due to a variety of factors, most of which were unrelated to so-called labour-management co-operation."

The structure of government, industry and especially organized labour is so different that what works there will not necessarily work here, he said. "Finally, one should ask, where is the evidence that they have labour peace in Europe?"

He found a greater concern in the fact that "the type of co-operation now contemplated may well accelerate the very result which it is designed to avoid, namely, massive government intervention." He asked where would be found the necessary checks and balances under such conditions, who would guard the public interest, and who would protect the interests of union members and employees. Asserted Mr. Clawson:

Co-operation involves more than some sort of formal rapport between monolithic bodies of employers and unions. Co-operation must begin at the employee-supervisor level, and years of research by innumerable social scientists has failed to turn up any other method of motivating individual employees toward greater productivity.

If co-operation could not work at the plant level, which is the point where it must begin, he said, what reason was there for believing that more grandiose schemes would work.

Third Problem

The third labour relations problem he dealt with was the controversy about the scope of the arbitrator's jurisdiction in grievance arbitration. It had been the view of both unions and management from the outset that an arbitrator should be governed by the terms of the collective agreement, and not interpose his opinions, Mr. Clawson said. A few arbitrators in the United States had proceeded on the assumption that "they had a mission to see that problems were solved and not merely adjudicated, even if the parties had not dealt with the issue in the agreement. Unfortunately, this view was upheld last year by a majority of the Supreme Court of the United States."

Because most arbitrators in Canada have been judges, this theory had not made much progress here, he said, although there had been ventures into this field. He hoped that arbitrators would continue their functions

in the judicial tradition—an essential part of which was that judges were supposed to find the law, and not make the law.

John A. Belford

"Industrial relations systems are not exportable—neither from Europe to Canada nor in the other direction. This is not to say there isn't much to learn from one another. There is." So stated John A. Belford, Vice-President, Personnel and Industrial Relations, Massey-Ferguson Limited, in his address "Labour Relations Abroad—Implications for Canada."

Speaking as an industrial relations executive with an international manufacturing company, and as an observer of economic conditions, and industrial relations in particular, in the United Kingdom, France, Germany and Italy, he compared conditions in those countries with those of Canada and North America, mentioning some of the differences and similarities.

Some of the most significant contrasts were:

- Significantly higher Gross National Product per head in North America than in European countries.

- Employees' income in North America is more than proportionately higher than in Europe.

- Over most of the last decade, GNP per head has risen faster in Europe than in North America: between 1953 and 1961, the real percentage change per head has been 43 on a composite basis for all EEC countries, 6 for the United States, and 2 for Canada.

- Labour costs are rising faster in Europe than here.

- Unemployment in Canada is currently running at 8½ per cent of the labour force, whereas in Europe there is near-full or full employment, or critical labour shortage.

- There is generally a higher utilization of capital resources in Europe, although the trends are currently reversing.

- Major industrial western nations outside the EEC face a balance-of-payments problem in varying degrees.

Common Elements

In spite of these contrasts, there were certain elements common to both this continent and Europe, all of which are having or will have "dramatic effects" on labour relations. These common features were pre-occupation with job security, emphasis on welfare, and emerging national economic planning.

He had not observed that local economic conditions and problems had affected labour's preoccupation with job security. Nor had he observed that national economic problems had affected labour's attitude to, or management's success in implementing, technological change and improved efficiency.

"Where there are differences, they reflect the quality and resources of management. Capital and the competence of management make the difference," he stated. This conclusion gave little comfort to the manager who ascribes poor performance to the attitude of workers and the union, or who looks outside to labour-management-government co-operation at the national level to solve his operating labour relations problems, Mr. Belford said.

On the emphasis on welfare he said it was "a fact of life that can no more be ignored than the burden of defence costs." Welfare commitments will not reduce, he declared.

On national economic planning, now becoming "quite fashionable" in the more advanced, free enterprise nations, he recalled that influential representatives of both management and labour had publicly expressed views consistent with this changing attitude. This trend, if it continues, will have important implications in industrial relations.

Differences

With these common elements as background, there were differences that an industrial relations executive should recognize and understand:

—The North American industrial relations system is "odd man out" and the approach is unique in the world. Such concepts as the "appropriate bargaining unit," the principle of majority rule, and compulsory bargaining in good faith, are exclusively North American, and to other parts of the world are "unnatural, awkward and, in some respects, undemocratic."

—In France, there is a constitutional prohibition on any contractual restriction of the right to strike.

—In England, there is much more "freedom of enterprise" in labour relations than in America. Disputes are resolved with much greater freedom of management action than would be possible in Canada.

—In Europe, labour's ideological rejection of a market economy that presupposes layoffs means it will have no truck with layoff procedures and agreements "are silent on employee rights in a work-force reduc-

tion, and management is quite free contractually to decide which workers will be fired."

—Generally, unions in Europe are strongest at the centre and weakest in the plant. Industrial relations lack the "dynamism, the innovation, the local adaptation to local conditions that characterize the Canadian system, where the power centres in industrial relations rest at the company or plant level."

—The political strike, as opposed to the economic, has been a major instrument of union policy in many countries of continental Europe.

—European management, unlike that in North America, has not taken over the union function of membership recruitment and dues collection. Also, in Britain, for example, wherever as a condition of employment the worker must join a union, it need not be a particular one, but *some* union of his choice.

—West German workers have the constitutional right to join or not to join a union: any action that would impose union membership as a condition of employment is illegal. And in France, the *Code de Travail* of April 1956 in effect makes a consideration of union membership in hiring, promotion or compensation a form of discrimination; it is also forbidden to make payroll deductions for union fees.

—European unions are national organizations. In Canada, our most important unions are international ones, the speaker pointed out.

—European management is less restricted by union contract than that of North America. This applies even in Germany, where the "Co-determination Law" seats a labour representative on the Board of Directors.

Systems Not Exportable

After commenting on the report of the tripartite fact-finding mission to Europe sponsored by the National Productivity Council, he stated that labour relations systems are not exportable—from Europe to Canada or in the other direction. This did not mean that there wasn't much that could be learned from one another, he added.

"Labour relations in Canada has been at least as constructive within our economic and industrial relations system as labour relations abroad in their own national settings," he said. Much improvement could be made, but there was no reason for Canadians to feel that, in contrast with others, they had failed to build a viable industrial relations system, or that it is a drag on the economy.

"History and economic analysis show that the prosperity of a nation is determined by climate, natural resources, literacy, stage of economic development, scale of markets and national fiscal and monetary policies—not by industrial relations systems," he explained.

Need Definition of Terms

Mr. Belford then called for a definition of terms. If "co-operation" meant joint management—"joint management means power of veto"—it would deny the very justification for the existence of a union, and would let down the union members. "What resource for protest against management decisions has an employee whose union is a party to those decisions?"

But he stressed his support of labour-management co-operation and urged meetings of labour and management away from the bargaining table. He listed conditions that should be met if such meetings are to realize their full value:

—"Representation at these meetings should conform with the structure of the collective bargaining relationship.

—The representatives of both sides should be those officials who carry the authority and responsibility for the continuing industrial relationship.

—Explicit ground rules should be clearly understood. For example, exchange of information and discussion would not comprise negotiations.

Finally Mr. Belford said:

"It is the responsibility of government to provide information about the economy and its problems—including its relations with other economies—which defines the national interest in any major negotiating situation. Otherwise, I believe government should avoid interference in free collective bargaining except as it may be dictated by compelling public interest.

"Management, on its side, must recognize that it has as much accountability for the quality of labour relations in its own plants as it has for the quality of the design of its products and the effectiveness of its marketing strategy."

Colin C. Young

"If government intervention in labour-management relations today takes a form or has reached a point which displeases you, then a large part of the blame is to be laid at your own doorstep, for there has been too little constructive discussion, too little argument, too little support for or protest against things as they are," said Colin C. Young, a former management

member of the Ontario Labour Relations Board, in an address, "Government Intervention in Labour-Management Relations," to the Personnel Association of Toronto.

"Underlying all this," he added, "there has been too little organized thought devoted to exactly where things do stand today—too little serious examination of the philosophical justification of government intervention in the first place, of the means employed to effect the intervention, of the structural and other limitations inherent in the administrative tribunal, of the respective roles of the administrative tribunal and the law courts.

"Beyond this, there has been too little analysis of the effects of government intervention, its effects on individual, group and corporate rights, on the attitudes of the parties and on the evolving character of their relationships."

Mr. Young expressed the view that it was about time, after 20 years of intensive government intervention in labour-management relations, that Canadians examined these problems and made a judgment on them. We should find out whether we are on the right track, he said, "or present theories and practice will become so ingrained in our way of life as to become traditions."

The longer we are willing to "see things as usual," to consider them "something to go through," the more complete is our abdication of our right and our responsibility to look critically at this aspect of society and its development, Mr. Young said.

"Our attitude to government intervention in labour-management relations in the last 20 years has been strangely superficial and passive . . . We have generally sat back and failed to make the deep, searching, objective analysis of the whole field that would reveal the philosophies and trends, the long-run problems or prospects with which we should really be concerned."

By avoiding discussion and by failing to build a body of useful theory and valid tests to measure development and ideas, we are leaving the door wide open "for the opportunist, the experimenter, the man with the 'certain' cure or the easy solution," he warned.

Although all generally accepted theories of political organization would now concede that there is some scope for government intervention, said Mr. Young, there was a wide diversity of views on the proper degree of intervention.

Here he compared the structure of the Ontario Labour Relations Board in 1950 with that of the present one. In 1950 the

Board had a chairman, chosen by the Government and a member of the Civil Service, and four members—two representatives of employees and two of employers. This was a truly representative Board, he said, and the government member had a clearly defined role: that of a moderator and arbiter of bilateral discussions between management and labour, with power to give leadership and to express his view of the public interest. But control lay with the representatives of the parties, since a majority decision was impossible without them.

Today the Board has a chairman, a vice-chairman and four deputy vice-chairmen, or a total of six government members. This exactly balanced the three employee members and the three employer members. It was possible, the speaker showed, that with the casting vote of the chairman, the government members on the Board could outvote all the others, although he did not claim that this power had been used. This "very real and significant change in the character of the Board," however, made increasing government intervention possible.

In collective bargaining, the intervention could range from none at all to complete wage fixing by government, with the intermediate steps being voluntary mediation, compulsory conciliation, and then compulsory arbitration. Already in Ontario, conciliation is compulsory and no strike or lockout is legal until the settlement process is complete, Mr. Young noted.

He asked whether a strong pronouncement on wage policy, as had been made by the Kennedy Administration in the United States, was compatible with free collective bargaining, free trade unions and free enterprise. Economic planning in some other countries also seemed to involve government intervention, he noted. The long-range implications of these developments should be considered, the speaker advised.

With regard to policy on enforcement of sanctions and penalties for violations of labour relations law, the pattern was mixed, suggested Mr. Young. So far, the Government had not actively intervened in the prosecution of unfair labour practice charges as was the case in the United States, for example.

There existed a high degree of government intervention, however, in other respects—effective control of all enforcement of the Ontario legislation was tightly concentrated in the Labour Relations Board. There had been cases where the Board had tacitly admitted that an offence had occurred, but had refused consent to prosecute on the grounds that no useful purpose

would be served. "The Legislature has created offences, has specified penalties to be applicable on conviction, but has interposed a step that can prevent cases ever reaching trial.

"Enforcement powers beyond those possessed by any court in the land have been created and vested in the Labour Relations Board—which can be seen to be moving in a direction which implies greater scope for direct government intervention," Mr. Young asserted.

What is the result? Are the rights of the individual, the union or the company better served by this massive intervention? Are the courts so ineffective that they cannot handle labour-management problems in the enforcement field? Are the rules of evidence inappropriate in strike, lockout, intimidation or interference cases? If you say yes, you must favour the system now in use. If you say no, you must question the system.

The administrative tribunal has been the principal means of government intervention in labour-management relations, he pointed out. But where does the administrative tribunal fit into the changed picture, in which the emphasis now at the Labour Relations Board stage was not on the practical aspects of definition of bargaining units but on the highly technical questions of rights and obligations, with the attendant problems of the rules of evidence, proof, statutory construction and so on. This, according to Mr. Young, involved purely judicial decisions that should be dealt with in the courts instead.

In the speaker's view, it was anomalous that under the County Courts Act, County Court judges, with their background and experience, could not hear suits involving more than \$3,000, whereas the Board could hear reinstatement cases "with absolutely no limit on the liability involved."

In the purely administrative areas it is probably desirable that there be finality to proceedings and some restriction on the right of review and appeal—but to apply the same restrictions to the judicial functions serves only to compound the risk that substantial injustices may be done . . .

There has been a total failure to distinguish between the administrative and the judicial functions and a failure to assess the ability of the administrative tribunal to handle the many diverse functions that have been thrust upon it . . . I think substantial possibilities for error and injustice exist as a result of the allocation to the Board and not to the courts of the judicial functions which now occupy so much of the Board's time.

Although labour-management relations are complex, shifting, emotional and fragile, the statute and administrative mechanism had hardly changed in 20 years. The result had been frustration and a degree of perversion.

The law had to start with the certification procedure: twenty years ago the problem was union recognition. But what improvement has there been in 20 years? The only real innovation, the pre-hearing vote, in his view had not contributed anything, because simple problems were already easily handled while the difficult ones were made more complicated still. "A worthwhile, necessary procedure has come full circle, from being a useful solution to a harmful device in its present form."

The whole process of certification needs to be changed, Mr. Young said, and suggested the following:

1. Devise and define in the Act, for all to see and understand, a simple, reasonable standard for evidence of union membership.
2. Devise and define a simple convenient procedure for collecting the necessary information on the position of the parties with respect to the bargaining unit, numbers of eligible employees, etc. In this respect only, the pre-hearing vote procedure produced valuable experience.
3. Schedule hearings only when requested.
4. Direct a vote in every case.

Such a system would eliminate half the time and work now required, and would remove most causes of complaint from both unions and companies, he believed.

Government intervention in collective bargaining provided another example.

Apart altogether from the jockeying for position which goes on before and at the time of the application for conciliation services, the whole tenor of bargaining has been affected by the knowledge that weeks or months will go by and that two levels of the service—and

sometimes an unofficial third—will come into the process. You may disapprove George Burt's methods, but his message was clear: leave us alone to get our business of bargaining done.

Statistics show a high percentage of settlements through conciliation. But all bargaining is not alike, he pointed out; "first agreements, key industry agreements, and others, may well need and profit from expert conciliation services." And it is the knowledge that every agreement must wend its way through conciliation that has produced the bad results. We should look at this question seriously, and soon, "if we are to preserve the needed vitality and honesty in our bargaining," Mr. Young said.

Speaking further on the effect of government intervention in the field of enforcement, the speaker asserted that the present system failed to meet three important criteria: it was not fast acting, thereby losing effect on current conduct; results were not reasonably predictable—there was no certainty that offences will be punished and permissible conduct approved; and the system did not command respect.

As an example of slowness in the machinery provided, he quoted the requirement that the Board must first give its consent before a prosecution could be instituted in Magistrate's Court, with its attendant delays. He suggested elimination of the entire consent to prosecute procedure.

In conclusion, Mr. Young repeated that his objective had been to sell the idea that we must think and talk a lot more than we have done about government intervention in labour-management relations.

The Portable Pension Experiment

A description of the portable pensions bill recently introduced in the Ontario Legislature. "The first time a province has legislated on the amount and form of pension benefits in private plans," Toronto Personnel Association is told

"This is the first time that any province has legislated on the amount and form of pension benefits in private plans. I believe that this is a new development not only for the North American continent, but the world . . . It is indeed a bold experiment."

These statements on the Ontario "portable pensions" bill were made by Laurence E. Coward, Vice-President and Director, William M. Mercer Limited, in an address, "The Portable Pension Experiment," to the 21st Annual Spring Conference of The Personnel Association of Toronto.

The bill provides that all employers with 15 or more full time employees in Ontario must provide pension benefits after January 1, 1965 for service after age 30; applicable employers who have pension plans in force must file an information return by January 1, 1964; the program comprises both a standard pension plan in which all benefits are vested absolutely, and a supplementary plan; all employee contributions under the standard plan are "locked in" and cannot be refunded except on death; vested benefits of an employee may be transferred to a

new employer's plan, or be held or transferred in a number of additional ways; and the compulsory standard plan provides a choice from three different pension settlements.

Mr. Coward first traced the history of this proposed legislation. A year ago, first reading had been given in the Ontario Legislature to Bill 165. This bill had been designed for study and discussion of portable pensions rather than for enactment.

A new and revised version was introduced on March 19 this year, in Bill 110, entitled "An Act to provide for the extension, improvement and solvency of pension plans and for the portability of pension benefits." Briefly, said Mr. Coward, the Act would compel employers to establish and maintain pension plans up to minimum standards. It would also require that vested rights in both the minimum and any supplementary pension benefits be granted to workers who leave their jobs.

Outlining the conditions that led to the portable pensions bill, the speaker stated that social changes had made employees much more dependent on pensions after retirement. Workers had continually moved from farm to factory, resulting in greater dependence on cash income, and from small business to large corporation. The longer life span was also contributing to pension requirements after retirement, Mr. Coward pointed out, and government tax relief had encouraged private pension plans.

A Major Problem

There was, however, a major problem, he stated, "which had been accurately identified in an article* in the *LABOUR GAZETTE* of January 1955:

Until such time as pension credits are automatically transferred from one job to any other job, an area of conflict will exist between the employer's desire to retain skilled employees, by formulating the vesting provisions of his pension plan so as to make a shift in employment disadvantageous to such employees, and the employees' desire for liberal vesting provisions, so that a change of jobs would not entail a loss of pension credits.

He said he doubted that there would have been a portable pension bill, or at least not so soon, if the Canadian Government had not withdrawn its Blue Booklet on pension plans. The Booklet had indicated "how the Minister intended to use his discretion under the Income Tax Act."

*The article, on page 30 of the January 1955 number, was the third in a series of four based on a study of pension plans in effect in the larger Canadian establishments. The others in the series appeared in the April and September 1954 and the July 1955 numbers.

Included was a requirement that pensions must be vested when the employee attained age 50, subject to a minimum period of service or participation of 20 years. Thus pension plans would not qualify for income tax relief unless they provided vested pensions under these conditions.

The Canadian Government had not been concerned with portability as such, but the rule had been adopted largely to prevent a man from being unjustly deprived of his pension by being discharged shortly before he was due to retire, noted Mr. Coward. Pension plans collectively bargained had been held to be satisfactory to both workers and management, and in addition, pensions were under provincial jurisdiction. As a result, the Canadian Government had withdrawn nearly all its pension fund rules four years ago—"a remarkable action at a time of great expansion and diversification of pension plans."

Other factors leading to the pension legislation were the attention being given to proposals for a contributory nation-wide pension plan, and the introduction by the CCF party of two portable pension bills in the Ontario Legislature during 1960. These bills would have provided for immediate full vesting of all contributions, both employer and employee, but did not go as far as the present bill as they did not include minimum pensions and compulsory plans.

In 1960, Premier Frost of Ontario established the Ontario Committee on Portable Pensions (L.G. 1961, p. 1018) and mentioned these three defects of private plans: many workers would not receive a pension related to their earnings, and some would become a burden on Old Age Assistance, half paid for by the province; loss of pension rights on change of employment restricted the mobility of labour; and employers with pension plans were often reluctant to engage older workers. The Committee had studied the problems, and three years later, the present proposals had resulted.

Main provisions of the present bill are:

Compulsory Minimum Pensions

All employers with 15 or more full-time employees in the Province of Ontario must provide pension benefits after January 1, 1965 for service after attainment of age 30. Full-time employees are defined as those who work an average work-week of 20 hours or more for a continuous period of not less than six months in any twelve months.

The mandatory pension that must be granted is any one of three minimum levels prescribed by the Bill, or the actuarial equivalent thereof. The three alternative "standard plans" provide single life pensions commencing at age 70, as follows:

1. A monthly pension of $\frac{1}{4}$ of 1 per cent of the employee's first \$400 of monthly earnings for each year of eligible employment; or

2. A monthly pension provided by the accumulated contributions, with interest at 4 per cent per annum, resulting from applying the following percentages on the first \$400 of the employee's monthly earnings:

From age 30 through age 441½%

From age 45 through age 54 2%

From age 55 to retirement 3%

3. A monthly pension of \$2.00 for each year of eligible employment.

In those cases where the employee retires prior to age 70, the pension benefit can be reduced to the actuarial equivalent amount.

The Bill places the responsibility on the employer to provide the standard plan benefits, but permits him to reduce his cost by requiring contributions by the employees. The maximum employee contribution is one half the calculated cost of providing the benefits when averaged over all employees, with some modifications in the case of "money purchase" plans.

The Bill requires that every pension plan (even for non-mandatory groups) meet certain requirements of solvency which will be governed by regulation. Existing plans will require a certificate at January 1, 1965 as to solvency, showing the amount of any unfunded liability. Any such liability must be paid off with interest over a period not in excess of 25 years. The current service cost of all benefits provided after January 1, 1965 must be paid currently. All plans will be required to file annual financial reports after January 1, 1965, with actuarial valuations, where appropriate, at least every fifth year.

Vesting and Portability

The Act provides for preservation of the pensions of terminating employees in two stages. It defines a Standard Pension Plan with specified minimum benefits. A Supplementary Plan is anything in excess of the Standard. All benefits under the Standard Plan are vested immediately and absolutely; however, the Standard Plan benefits relate only to years after 1964 and to service over age 30. Also all employee contributions toward Standard benefits are "locked in" and cannot be refunded except on death.

The Supplementary benefits for years after 1964 are vested when the employee has attained age 45 and completed 10 years of service with the employer. Employees' required contributions made after 1964 for Supplementary benefits are locked in when entitlement to vesting occurs. Commutation into cash of 25 per cent of a vested supplementary pension is allowed, however, if the pension plan so provides. Moreover, voluntary additional contributions are not locked in.

Vested benefits may be provided for the employee in a number of ways—by cold storage in the old employer's plan, by transfer to a new employer's plan, by purchase from an underwriter or by transfer to a retirement savings plan or to a Central Pension Agency. So long as the pension is not forfeited or commuted, great flexibility is allowed in the means of providing it.

The Act would not require any retroactive changes, Mr. Coward pointed out.

In order to achieve the bill's aims—in Premier Robarts' words, "to make future pension arrangements more certain, more just and more widespread"—both employers and employees would have to make sacrifices. For example, employees will no longer, as in the past, be able to choose a cash refund of their pension contribution upon leaving an employer.

With a low limit of 15 employees, several thousand new plans will be set up, and with a low level of mandatory benefits, practically all existing plans can continue without changing the general level of benefits. "There is little chance that the minimum under the Act will in practice become the maximum," he said.

Problems

After mentioning several criticisms from employers, Mr. Coward granted that the criticisms had some merit but "the problems that the Act is designed to ameliorate are very real, too." Among the problems were vesting, incomes of the retired, coverage, and supervision.

As to vesting, 60 per cent of pension plan members have to wait 20 or more years to get any vesting on termination; only 30 per cent have vesting after 10 years or less. "This is simply not good enough, and the trend to improved vesting is very slow."

As to incomes of the retired, only one in eight of the population over age 70 has enough to pay any income tax. In 1962, of the 1,300,000 persons over age 65, only 400,000 received any pension or annuity income, excluding old age security payments, and the average pension income was \$70 a month. Of the 100,000 persons who reached 65 in 1960, only 19,000 retired on pension under all Canadian pension plans.

As to coverage, only 2 million persons out of an industrial work force of 4½ million are members of pension plans. "The need for strengthening and extension of pension plans is obvious."

As to supervision, "it is asking for trouble to leave the pension business entirely unsupervised. Two million Canadians have eight billion dollars of their savings in one type or another of pension plan." There has been no serious abuse concerning these vast accumulations of money, but the Act will safeguard the public interest by regulating pension plans and requiring regular financial reports.

In addition, the Act will replace the old vesting rule of the Income Tax Department. "The old rule required vesting at age 50

subject to 20 years participation, and this vesting is being strengthened to age 45 after 10 years employment."

Vesting, supervision and solvency of all plans is the prime purpose of the Act, Mr. Coward reminded the meeting.

He then asserted that:

The Pension Benefits Act represents the final victory of the concept that pensions are deferred pay over the idea that pensions are rewards in recognition of long and faithful service . . . In future, pensions will be deferred pay contingent only on living to retirement age, not contingent on staying with one employer or on giving up the right to a cash sum.

Mr. Coward listed the amendments that are likely to be required in pension plans already in force to ensure coverage of all employees, minimum benefits, vesting, looking-in of employee contributions, standards of solvency, and availability of information to employees.

In conclusion Mr. Coward said:

This Act is an original experiment in social welfare legislation. The Ontario government has been feeling its way onto new ground, moving rather cautiously and welcoming discussion and

comment from all quarters. A great many modifications have already been made in the Act, as a result of comment and criticism. We must expect the regulations and perhaps even the Act itself to be revised as experience is gained. We must, I think, expect the minimum pension to be raised, the age of 70 to be lowered, the size of mandatory groups reduced below 15.

Portable pensions touch us all closely and raise a number of emotion-charged and controversial issues. Some of you may regard this legislation as sound progress toward a fairer, securer and happier lot for our senior citizens; some of you may regard it as reckless wandering down the primrose path to a socialistic welfare state . . . It is very easy to pick out for criticism particular details of the Act, but it is much harder to suggest a constructive alternative that would even begin to solve the very real problems that face us in the pension area.

Whether you approve of portable pensions or not, you will probably have to live with them until they are taken for granted like Unemployment Insurance and Workmen's Compensation. The Pension Benefits Act assures the worker of something he feels he is entitled to, and does it without calling for taxes to support a rigid government plan . . . Portable pension legislation has gained such public support and political glamour that its enactment in Ontario and in other provinces seems certain.

Industrial Fatalities in Canada, 1962

Fatalities decrease slightly in 1962, to 1,061 from 1,086 in 1961. Fatality rate (fatalities per 10,000 workers) drops from 1.8 in 1961 to 1.7 in 1962

Industrial fatalities in Canada during 1962 numbered 1,061, according to the latest reports received by the Department of Labour.* The revised total for 1961 was 1,086.

The preliminary total of industrial injuries, both fatal and non-fatal, reported by the Workmen's Compensation Boards of the ten provinces was 575,007. The final total for 1961 was 539,092.

The preliminary fatality rate (number of fatalities per 10,000 workers) was 1.7 in 1962, compared with a revised rate of 1.8 in 1961.

The accidents recorded are those that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment. Also included are deaths from industrial diseases reported by the provincial Workmen's Compensation Boards.

Of the 1,061 fatalities last year, 919 were reported by the provincial Workmen's Compensation Boards and the Board of Transport Commissioners; information on the remaining 142 was obtained from other

sources. The industrial distribution of these 142 fatalities was: agriculture 59, logging 7, fishing and trapping 8, mining 10, manufacturing 15, construction 10, public utilities 6, transportation, storage and communications 20, trade 1, finance 0, service 6.

Quarterly reviews of industrial fatalities were published in the July 1962 issue, p. 824; October 1962 issue, p. 1117; January 1963, p. 33; and April 1963, p. 286.

Fatality Rate

Fatality rates for the past four years (the rate for 1962 is preliminary) were:

Year	Persons With Jobs (000)	Fatalities	Rate
1959	5,856	1,326	2.3
1960	5,955	1,134	1.9
1961	6,049	1,086	1.8
1962	6,217	1,061	1.7

Preliminary fatality rates by industry for 1962 are as follows (figures for 1961 in parentheses): agriculture 0.9 (1.0); logging 15.5 (11.5); fishing and trapping 5.2 (22.2); mining and quarrying 18.0 (17.1); manufacturing 1.2 (1.2); construction 4.4 (5.9);

*See Tables H-1 to H-5, pages 443-451.

Annual statistics on industrial fatalities are compiled by the Collective Bargaining Section of the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners, and certain other official sources. Press reports are used to supplement these data but accidents reported in the press are included only after careful inquiry to avoid duplication. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups is not as complete as in those industries covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial accidents may be omitted from the Department's records because of a lack of information in press reports.

public utilities 5.5 (4.7); transportation, storage and communications 3.4 (3.5); trade 0.5 (0.5); finance 0.4 (0.4); service 0.6 (0.6).

Multi-Fatality Accidents

During 1962 there were 10 industrial accidents that in each case caused the deaths of three or more persons. The worst of these caused the deaths of nine employees of a logging company; they were trapped and killed on May 23 in an avalanche caused by dynamite explosions set to break a log jam. This accident occurred on the banks of the Toulmoustouc River near Baie Comeau, Que.

One accident cost the lives of eight employees of a pipeline company; they died on January 16 in the explosion of a line that was being purged by a test crew. This accident occurred 45 miles north of Edson, Alta.

One accident resulted in seven industrial fatalities. On July 22, seven crew members of a Canadian airline company were killed when an aircraft out of Vancouver, B.C., crashed and burned while attempting to land at Honolulu International Airport.

One accident brought death to four employees, drowned on September 6 when a fish packer vessel sank in the Gulf of Georgia in British Columbia.

Six accidents each resulted in three industrial fatalities. Three men were drowned near Levis, Que., on May 16 when a schooner hardly out of port disappeared beneath the water. On May 29, three water utility employees died from carbon monoxide gas while preparing a sump hole prior to the installation of a new pump on Big Indian Lake, N.S. Three public utilities employees working in an underground splicing room in Montreal, Que., died on June 8 from burns shortly after a fire and explosion. On November 7, three men were killed when two trucks collided near St. Nicholas, 15 miles southwest of Quebec, Que. On November 8, three men died of asphyxiation in a refinery tower at

Port Credit, Ont., while unloading drums of catalyst pellets. On December 26, three men died of exposure in freezing temperatures after the Newfoundland coastal schooner, *Mary Wescombe*, which had departed from Fortune, Nfld., ran aground at Cape Coupe at the southern tip of Little Miquelon Island.

By Type of Accident

An analysis of the causes of the 1,061 fatalities that occurred during the year shows that 282 were the result of being "struck by tools, machinery, moving vehicles and other objects." Within this group, the largest number of fatalities (60) was caused by falling trees or limbs. Landslides or cave-ins caused 54; materials falling from stockpiles and loads, 40; trains or other railway vehicles, 17; and miscellaneous accidents of this type, 19.

In 1961, deaths listed in the "struck by" group numbered 275. Of these, 56 were caused by falling trees or limbs, 31 by landslides or cave-ins, 27 by automobiles or trucks, 25 by materials falling from stockpiles and loads, and 21 by trains or other railway vehicles.

Accidents that involved "collisions, derailments, wrecks, etc." were responsible for 229 deaths. During 1961, there were 193 deaths from this cause.

The 229 deaths in this group in 1962 included 145 involving automobiles and trucks, 35 involving tractors, loadmobiles, etc., and 22 involving aircraft. Included in the 1961 total of 193 were 110 involving automobiles and trucks, 38 involving aircraft, and 28 involving tractors, loadmobiles, etc.

In the classification "falls and slips," 211 fatalities were recorded. Of these, 195 were the result of falls to different levels. Within this group, 51 fatalities were caused by falls into rivers, lakes, sea or harbours, 22 by falls from scaffolds and stagings, and 18 each by falls into shafts, pits, excavations, etc., and by miscellaneous falls.

(Continued on page 415)

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....(000)	April	6,559	+ 0.7	+ 1.0
Employed.....(000)	April	6,097	+ 2.2	+ 1.5
Agriculture.....(000)	April	610	+ 9.7	- 2.7
Non-agriculture.....(000)	April	5,487	+ 1.5	+ 2.0
Paid workers.....(000)	April	4,983	+ 1.4	+ 2.1
At work 35 hours or more.....(000)	April	4,710	- 7.3	+47.8
At work less than 35 hours.....(000)	April	1,090	+57.5	-58.9
Employed but not at work.....(000)	April	297	+54.7	+74.7
Unemployed.....(000)	April	462	-15.9	- 4.8
Atlantic.....(000)	April	82	- 7.9	-10.9
Quebec.....(000)	April	182	- 9.5	+ 6.4
Ontario.....(000)	April	108	-21.7	- 4.4
Prairie.....(000)	April	50	-28.6	-25.4
Pacific.....(000)	April	40	-21.6	- 4.8
Without work and seeking work.....(000)	April	440	-13.9	- 3.7
On temporary layoff up to 30 days.....(000)	April	22	-42.1	-21.4
Industrial employment (1949=100).....	February	117.3	- 0.4	+ 2.3
Manufacturing employment (1949=100).....	February	112.1	+ 0.4	+ 2.9
Immigration.....	Year 1962	74,586	—	+ 4.0
Destined to the labour force.....	Year 1962	36,748	—	+ 5.6
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	April	42	+31.3	+ 5.0
No. of workers involved.....	April	8,562	+64.4	-30.6
Duration in man days.....	April	47,180	+38.4	-67.0
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.)..	February	\$82.77	+ 1.0	+ 3.2
Average hourly earnings (mfg.).....	February	\$ 1.93	+ 0.5	+ 3.8
Average hours worked per week (mfg.).....	February	40.7	0.0	- 0.3
Average weekly wages (mfg.).....	February	\$78.44	+ 0.2	+ 3.2
Consumer price index (1949=100).....	April	132.3	+ 0.2	+ 1.5
Index numbers of weekly wages in 1949 dollars (1949=100).....	February	142.3	+ 0.3	+ 1.4
Total labour income.....\$000,000	February	1,699	- 0.1	+ 6.5
<i>Industrial Production</i>				
Total (average 1949=100).....	March	192.4	+ 0.7	+ 5.5
Manufacturing.....	March	169.7	+ 1.8	+ 6.0
Durables.....	March	171.2	+ 0.2	+ 7.1
Non-durables.....	March	168.3	+ 3.1	+ 5.0

(a) Distribution of these figures between male and female workers can be obtained from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics. These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the labour force characteristics of the civilian non-institutional population of working age. (More than 35,000 households chosen by area sampling methods in approximately 170 different areas in Canada are visited each month.) The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that was employed or unemployed during the survey week.

EMPLOYMENT REVIEW

Employment and Unemployment, April*

Employment increased and unemployment declined somewhat more than seasonally between March and April. Employment rose by an estimated 134,000 to 6,097,000 and unemployment declined by 87,000 to 462,000.

Unemployment in April represented 7.0 per cent of the labour force, compared with 7.5 per cent in April 1962 and 9.7 per cent in April 1961. In March this year it was 8.4 per cent.

The estimated labour force of 6,559,000 in April was 67,000 higher than a year earlier. Employment was 90,000 higher and unemployment was 23,000 lower than in April 1962.

Employment

A seasonal expansion of farming activity occurred during the month. Agriculture accounted for 54,000 or about two-fifths of the March-to-April employment gain.

Non-farm employment showed a somewhat larger increase than is customary at this time of the year.

Aside from seasonal influences, employment for men has strengthened steadily since the beginning of the year, reflecting an improvement in goods-producing industries. Reduced growth in some of the service-producing industries resulted in fewer new jobs for women. Employment for men increased by 76,000 over the year but employment of women by only 14,000.

Non-farm employment was up over April 1962 by 107,000, or 2.0 per cent. Industry detail that is available indicates the largest

year-to-year gains were in construction, manufacturing and transportation. In all other non-farm industries, employment was either unchanged or only slightly higher than in the previous year. Noteworthy was the lack of growth in government and community services.

In comparison with last year, four of the five regions showed increases, with half of the gain taking place in Ontario. Employment in the Prairie Provinces increased more than seasonally during the month. There was little change in employment over the year in the Atlantic region.

Unemployment

Unemployment decreased by 87,000 between March and April, a somewhat larger than average decline for this period. The April unemployment estimate of 462,000 was 23,000 lower than a year earlier. All of the reduction was in male unemployment.

Of the unemployed in April, 403,000 were men; 228,000 were married men. An estimated 78,000, or 17 per cent of the total, were teenagers. This was a considerably higher percentage than their proportion in the labour force.

Some 230,000 persons, or about half of the total, had been unemployed for three months or less. An estimated 156,000 had been seeking work for from four to six months and 76,000 for seven months or more.

Unemployment rates were lower than last year in all regions except Quebec, which showed a slight increase.

* See Tables A-1 to A-3, pages 421 and 422.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	April 1963	April 1962	April 1963	April 1962	April 1963	April 1962	April 1963	April 1962
Metropolitan.....	6	6	6	6				
Major Industrial.....	13	14	10	11	3	1		
Major Agricultural.....	5	5	9	9				
Minor.....	29	29	20	20	9	9		
Total.....	53	54	45	46	12	10		

CLASSIFICATION OF LABOUR MARKET AREAS—APRIL

—	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Calgary Edmonton Quebec-Levis St. John's Vancouver- New Westminster Winnipeg	Halifax Hamilton → MONTREAL → OTTAWA-HULL Toronto → WINDSOR		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	Corner Brook Fort William- Port Arthur Joliette Lac St. Jean Moncton New Glasgow Rouyn-Val d'Or SAINT JOHN ← Shawinigan Sherbrooke Sydney TIMMINS- KIRKLAND LAKE ← Trois Rivières	Brantford → CORNWALL → FARNHAM-GRANBY Kingston → NIAGARA PENINSULA Oshawa → PETERBOROUGH Sarnia Sudbury Victoria	→ GUELPH → KITCHENER → LONDON	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)	Charlottetown Red Deer Riviere du Loup Thetford-Lac Megantic- Ville St. Georges Yorkton	Barrie Brandon Chatham → LETHBRIDGE Moose Jaw North Battleford → PRINCE ALBERT Regina Saskatoon		
MINOR AREAS (labour force 10,000 to 25,000)	Bathurst Beauharnois Bracebridge Bridgewater Campbellton Cranbrook Dauphin Dawson Creek Edmundston Fredericton Gaspé Grand Falls Kentville Montmagny Newcastle Okanagan Valley Pembroke Prince George-Quesnel Prince Rupert Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Jean St. Stephen Summerside Truro Valleyfield Woodstock, N.B. Yarmouth	Belleville-Trenton Brampton Central Vancouver Island Chilliwack Drumheller → DRUMMONDVILLE Kamloops → LACHUTE-STE. THERESE → LINDSAY Medicine Hat → NORTH BAY → OWEN SOUND → PORTAGE LA PRAIRIE St. Hyacinthe → SAULT STE. MARIE → SIMCOE → SOREL Trail-Nelson → VICTORIAVILLE Weyburn	→ GALT → GODERICH Kitimat → LISTOWEL → ST. THOMAS Stratford → SWIFT CURRENT → WALKERTON Woodstock- Tillsonburg	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 215, March issue.

Report of Sheltered Employment Conference

Report of last October's Canadian Conference on Sheltered Employment has now been published. Three-day meeting attended by approximately 150 participants

The report of the Canadian Conference on Sheltered Employment, held last October, has just been published. In the words of Dr. Keith Armstrong, Executive Director of the Canadian Rehabilitation Council for the Disabled, which sponsored the project, the conference was called "because of the increasing concern of those of us who are working in the field of rehabilitation for those whose disability—whether physical, mental or emotional—is such that they are unable to compete readily on the open labour market . . .

"Our task is to find the answers to four questions. First, who are the severely disabled? What is the extent of our responsibility? What are their basic needs and, finally can we define broad fundamental principles on which services to these persons can be developed."

Some 150 persons representing government and voluntary agencies devoted three days of concentrated study and discussion in an endeavour to find answers to these questions. This report records the addresses that were delivered and questions that were discussed by the study groups, and recommendations for action resulting from their deliberations.

Discussion centred round the needs of special interest groups, particularly those residing in small population centres, and whether these needs can best be met in one sheltered workshop program or whether it was advisable to have specialized programs for each. The needs for an effective public relations program and the importance of good relations with employer and labour groups were explored.

Among the resolutions adopted by the Conference was one calling upon the Canadian Rehabilitation Council for the Disabled to sponsor a conference, to be held within the next two years, on the employment of the handicapped.

Included in the report is a summary of the conclusions of the 1959 European Seminar on Sheltered Employment. This was prepared by A. E. R. Bruce, O.B.E., Principal of Queen Elizabeth Training College and Secretary of the Dorincourt Estates in England for distribution at the Conference. Mr. Bruce, who was to have attended, died the month before the Conference.

It is hoped that this report will help to clarify the role of voluntary agencies, who have pioneered in the field of sheltered workshops, and government agencies in the development of those services necessary to an effective rehabilitation program.

A report from a special committee of the National Advisory Council on Rehabilitation of the Disabled who participated in the Conference will be given at a meeting of the Council in Ottawa this month. The Council hopes to be able to recommend appropriate action in regard to sheltered employment programs in Canada.

K. Vernon Banta Retires

Just one month short of 43 years in state and federal service in the United States, K. Vernon Banta, Deputy Executive Secretary of the President's Committee on Employment of the Handicapped, retired on April 1. He pioneered much of the work of this committee and has contributed a great deal to work for the handicapped, in the process earning for himself the title, "Father of Selective Placement."

He has received many honours for his work in rehabilitation, including the Faulkes award of the National Rehabilitation Association. He has also been given the Labor Department's Distinguished Service Award. Mr. Banta has visited Canada frequently and is well known to all engaged in rehabilitation and special placement work.

Marina Creations Opens Store

Marina Creations, which since 1955 has been providing opportunity to homebound handicapped individuals to make and sell articles, has opened its own store in Toronto. This will make it possible to expand the program and give opportunity for more homebound workers to participate.

Saskatchewan Ninth to Sign Agreement

The Government of Saskatchewan has signed an agreement with the federal Government under the terms of the Vocational Rehabilitation of Disabled Persons Act whereby the federal Government shares with the Province in the development of a comprehensive vocational rehabilitation program. This brings to nine the number of provinces that have signed agreements under this new legislation for disabled persons.

Don't Judge Man's Worth by Date of Birth

Department issues pamphlet appealing for elimination of age barriers in hiring, pointing out that employers will have to depend for much of their manpower on older and younger segments of labour force, growing while "in-betweens" are not

The back cover of this issue duplicates, in a different colour, the cover of a new pamphlet by the Department: "Don't Judge a Man's Worth by His Date of Birth". The cover of the pamphlet itself is a copy of an outdoor billboard that has appeared across the country.

The brochure states that a nation's most valuable asset is its human resources. It explains that the continued growth and prosperity of any country depends to a large extent on whether industry makes the best use of available manpower.

Canada's population has aged during the first half of this century, the pamphlet points out. From 1901 to 1956, the average age of the population increased from 27 to 31. This trend has had its effect upon Canada's labour force: more than one third of the working population are aged 40 or over. This older segment is expected to continue to increase.

Young people, too, are entering the labour market in increasing numbers as a result of the high birth rates of the last 15 to 20 years. Because of low birth rates in the 1930's, the "in-between" age group from 30 to 40 will be proportionately smaller.

These changes mean that employers will have to depend for a considerable part of their manpower requirements upon the older and younger age groups.

The brochure describes the importance to a company of maintaining an age balance in its work force and explains that doing this constitutes an important part of manpower planning. It reminds employers that good manpower planning can increase both production and profits.

Many Canadian companies have been able to reduce the effects of automation and technological changes on their employees because of an age balance in their work forces. The pamphlet explains that efficient operation can result from the blending of the strength and agility of youth with the experience and judgment of mature workers.

The adoption of a realistic hiring policy based on the practice of hiring according to ability, not age, can bring about a proper age balance. The adoption of such a policy can be the first step in effective manpower planning, the pamphlet states.

Such a policy recognizes that there is no relationship between age and whether or not

a person is a good employment risk. A worker's qualifications and personal suitability are two of the main factors upon which an assessment of ability can be made.

The point is stressed that all workers, regardless of age, have special qualities that can be useful to employers. Desirable attributes are found in all age groups and depend largely upon the personal characteristics of the individual.

The brochure emphasizes the importance of hiring young people; youth must have the opportunity to gain experience and maturity. Young people can offer speed, physical strength, agility, ambition and vigour. These qualities are essential to many jobs.

Older workers can generally offer mature judgment, knowledge gained from experience, stability, low turnover, low absenteeism and accident rates—qualities that can reduce costs and are essential to the success of any enterprise.

The new pamphlet contains charts and a table dealing with labour turnover, absenteeism and accidents. In all three areas the mature worker compares favourably with any age group.

Attention is drawn to the 200 local offices of the National Employment Service across Canada and the service they can supply to employers by helping them to select suitable employees. It is suggested that employers let NES help in their manpower planning.

Training is mentioned as part of manpower planning. Upgrading the skills and knowledge of a company's employees is asserted to be of utmost importance in this age of rapid technological change. Many employers encourage mature workers to increase their skills and knowledge through in-plant training, night courses and attendance at full time courses.

Brief reference is made to pension plans and their effects on the hiring of older workers. In many cases, it is a company's employment policy rather than the pension plan which stands in the way of hiring older workers, says the pamphlet.

The brochure concludes with a short description of the functions of the Labour Department's Division on Older Workers, from which information concerning older workers may be obtained.

Careers for Women in Mathematics

Although they encounter more obstacles to success than men do, women often find successful and satisfying careers in mathematics.* Because careers in this field are comparatively rare for women, young women gifted in mathematics may expect their progress to be impeded to some extent unless they hold high qualifications. A woman returning to a career in mathematics after an absence of several years may find it difficult to catch up with new developments. Most occupations that require training in mathematics are expanding rapidly, however, and openings of special interest to women are varied.

The term "mathematician" is usually reserved for those who have taken post-graduate university studies in mathematics and who are engaged in research or university teaching. Engineers and those engaged in the physical sciences need preparation in higher mathematics, too, but this article is confined to those whose basic preparation is the study of mathematics at the post high school level. Among them are teachers of mathematics, statisticians, actuaries, accountants and auditors, and occupations in the computing field.

Proportion of women in mathematics—Some idea of the number of women in mathematical occupations may be gained from the Technical Personnel Register of the Department of Labour. At January 1963, they comprised 9 per cent of those listed in the Register who were engaged in the field of mathematics. The 1961 census information on the labour force, which includes figures for the number of men and women in several occupations requiring training in mathematics, indicates that of 30,670 accountants and auditors, 5 per cent were women; of 784 computer programmers, 14 per cent were women, and 2,909 actuaries and statisticians, 14 per cent were women.

Teaching—Surveys by the Department of Labour show that the proportion of men and women trained in mathematics who were engaged in teaching increased from 50 per cent in 1954 to 66 per cent in 1960. Two thirds of this group and more than 90 per cent of the women are employed in high schools. The other third are engaged in university teaching but few women are qualified to teach at this level.

Most high school teachers give instruction in more than one subject. Therefore teaching vacancies can often be filled only by persons proficient in several related fields. Since mathematics teaching is usually combined with that of the physical sciences, the woman who plans to teach high school mathematics will have wider opportunity if she is also able to teach science, particularly physics or chemistry.

To qualify as a teacher of mathematics in a high school a person generally must have a bachelor's degree with an additional year of professional teacher training. For university teaching of mathematics, an honour or master's degree is the minimum educational qualification. Further information is available from the Canadian Teachers' Federation, 444 MacLaren Street, Ottawa.

Statisticians—Since a statistician may deal with the collection and analysis of social, economic or scientific data, a woman who is most likely to be successful is one who has qualifications in more than one subject. She could study economics, taking courses in statistics as well, or, if more interested in the theoretical side, concentrate on mathematics.

Opportunities for statisticians occur in business, industry, universities and research organizations. Most government departments at both the federal and provincial levels have at least a small statistical unit.

Most statisticians employed by the federal Government work in the Dominion Bureau of Statistics.*

Actuaries—The actuarial profession is another field of employment that is expanding, in part because of the increase in pension and retirement plans.

To be successful as an actuary a person must have not only a definite liking for mathematics but also a mind capable of analysing statistics with a view to determining to what extent they can be relied upon and how they can be applied in particular situations. The actuary must also have the necessary breadth of outlook to deal with practical problems of an economic, financial and administrative character.

Most persons planning an actuarial career enter the service of a life insurance company, where their principal job consists of calculating the premiums the com-

*A bibliography on this subject is available on request from the Women's Bureau, Department of Labour, Ottawa 4.

*Information about careers in the federal Civil Service may be obtained from the Civil Service Commission, Ottawa.

pany must charge and preparing the tables of death rates upon which such calculations are based.

There is also demand for actuaries outside of life insurance companies, in firms of consulting actuaries, in industry generally and in government departments. The federal Government, for example, employs actuarial assistants and junior examiners of insurance companies in the Department of Insurance.*

A university education with specialized training in mathematics will prove of great benefit to any student desiring to enter the actuarial profession, although university training is not a necessary requirement to qualify as an actuary. Qualification in the profession is obtained by passing a number of examinations required for membership in the Society of Actuaries. Information about these examinations may be obtained from the Canadian Association of Actuaries, 302 Bay Street, Toronto.

Chartered Accountants—A Chartered Accountant practices accounting at the professional level and is concerned primarily with auditing (i.e., verifying records prepared by others), preparing taxation returns, developing accounting systems and office routines, and advising on various matters such as the purchase and sale of businesses. Some members of the profession practice on their own perhaps assisted by one or two students. Most, however, are partners in, or are employed by firms of accountants who practise as Chartered Accountants. Others take positions in business and government.

An aptitude for figures is essential for the practice of accountancy but a high standard in mathematics is not required.

The minimum educational requirement for entry into the profession varies with the different provinces. Secondary school honour graduation diploma is the most usual minimum and the educational requirements are being raised from time to time. For this reason a high school graduate contemplating accountancy as a career should consider taking training at a university or technological institute. To be successful in the profession a student should also have the ability to work in a team with others.

Before the war, there were probably no more than half a dozen women in Canada who were entitled to be called Chartered Accountants. Since then a few women have entered the profession and one or two are admitted to membership each year.

To become a Chartered Accountant it is first necessary to be employed by a practising firm of Chartered Accountants and serve for a period of from three to five years as a student-in-accounts. During this period the student will study in his spare time either through a correspondence course or university classes. Three sets of examinations are written, and, if successful in these, the candidate is admitted to membership in the provincial institute and may use the letters "C.A."

Further information about the profession may be obtained from The Institute of Chartered Accountants in each province.

Office occupations in electronic data processing—One of the great stimulants to the growth of mathematical employment is the increasing use of high speed electronic digital computers. The top-level EDP jobs include setting up the problems to be solved by electronic computers (project planners), translating the information into code for processing (programmers), and operating the equipment (console operators). Most of the women working in these fields are programmers or console operators.

A recent Department of Labour study has indicated that the three most important attributes for success in this work are a problem-solving type of mind, thoroughness and patience, and mathematical ability and aptitude.

When computers are first installed, the programmers are often selected from within the organization. As new programmers are needed they are hired from among younger university graduates. Both groups are usually given a short formal course of instruction by a representative of the computer manufacturer. A few government departments and agencies conduct their own training courses. The large companies that install and service computers have hired a number of women university graduates in mathematics either as programmers or as systems service representatives. These firms conduct their own training programs.

How to get started—A student who is interested in following a career in mathematics should consult the school guidance officer and read books on the subject, which may be found in the school or public library. It is usually worthwhile talking over the possibilities of the profession with someone already practising in the field.

Because of the long period of career development necessary for many of the occupations in mathematics, teaching is probably the most promising field for the woman returning to the labour force. Innovations in the mathematics curriculum make refresher training essential.

*Information about careers in the federal Civil Service may be obtained from the Civil Service Commission, Ottawa.

COLLECTIVE BARGAINING REVIEW

Collective Bargaining Scene

Agreements covering 500 or more employees,
excluding those in the construction industry

Part I—Agreements Expiring During May, June and July (except those under negotiation in April)

Company and Location	Union
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Bathurst Power & Paper, Bathurst, N.B.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Bowater's Nfld. Paper, Corner Brook, Nfld.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
CNR, North Sydney, N.S.	I.L.A. (AFL-CIO/CLC)
Canada Cement, N.B., Que. Ont., Man., & Alta. Cdn. Sugar Factories, Picture Butte, Raymond & Taber, Alta.	Cement Wkrs. (AFL-CIO/CLC)
Commission des Ecoles Catholiques, Montreal, Que.	CLC-chartered local
Denison Mines, Elliot Lake, Ont.	Public Service Empl. Federation (CNTU) (maintenance empl.)
Dominion Glass, Wallaceburg, Ont.	Steelworkers (AFL-CIO/CLC)
Dominion Rubber (Rubber Div.), St. Jerome, Que.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dress Mfrs. Guild, Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dress & Sportswear Mfrs. Guild, Montreal, Que. E. B. Eddy, Parent, Que.	Ladies' Garment Wkrs. (AFL-CIO/CLC) Ladies' Garment Wkrs. (AFL-CIO/CLC) Carpenters (Lumber & Sawmill Wkrs.) (AFL- CIO/CLC)
Fraser Cos., Atholville, Edmundston & New- castle, N.B.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Gaspesia woods contractors, Chandler, Que.	Bush Wkrs., Farmers' Union (Ind.)
MacMillan, Bloedel & Powell River & others, B.C. coast	Paper Makers (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River & others, B.C. coast	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Marathon Corp., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Miner Rubber, Granby, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Regent Knitting Mills, St. Jerome, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
E. S. & A. Robinson (Can.), Leaside, Ont.	Printing Pressmen (AFL-CIO/CLC)
Ste. Anne Power, Beaufre, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL- CIO/CLC)
TCA, company-wide	Air Line Flight Attendants (CLC)
University of Saskatchewan, Saskatoon, Sask.	CLC-chartered local
Wabasso Cotton, Grand'Mere, Shawinigan & Three Rivers, Que.	United Textile Wkrs. (AFL-CIO/CLC)

Part II—Negotiations in Progress During April

Bargaining

Company and Location	Union
Abitibi Power & Paper & subsids., Que., Ont. & Man.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Alberta Govt. Telephones, province-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Aluminum Co., Kitimat & Kemano, B.C.	Steelworkers (AFL-CIO/CLC)
Anglo-Cdn. Paper, Forestville, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL- CIO/CLC)

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

Company and Location

Union

Assn. des Marchands Détaillants (Produits Alimentaires), Quebec, Que.	Commerce Empl. Federation (CNTU)
Ayers Limited, Lachute, Que.	United Textile Wkrs. (AFL-CIO/CLC)
CBC, company-wide	Broadcast Empl. (AFL-CIO/CLC)
CBC, company-wide	Radio & T.V. Empl. (ARTEC) (Ind.)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta.	Empl. Assn. (Ind.)
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
Cdn. British Aluminum, Baie Comeau, Que.	Metal Trades' Federation (CNTU)
Cdn. Westinghouse, Three Rivers, Que.	I.B.E.W. (AFL-CIO/CLC)
Cascapedia Mfg. & Trading, Gaspé Peninsula, Que.	Bush Wkrs., Farmers' Union (Ind.)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC) & Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Shawinigan, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Continental Can, St. Laurent, Que.	CLC-chartered local
David & Frere, Montreal, Que.	Empl. Assn. (Ind.)
Dominion Rubber (Footwear & Warehouse Divs.), Guelph & Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Steel & Coal, Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal, Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Domtar Newsprint (Donnacona Paper), Donnacona, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Domtar Pulp & Paper (Howard Smith Paper Division), Cornwall, Ont.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Domtar Pulp & Paper (Newsprint Division), Red Rock, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Domtar Pulp & Paper (Kraft & Boxboard Division), Windsor, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Dunlop Canada, Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Eastern Canada Newsprint Group, Que. & N.S.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
E. B. Eddy, Hull, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Employing Printers' Assn., Montreal, Que.	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assn., Montreal, Que.	Printing Pressmen (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
B. F. Goodrich, Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Goodyear Cotton, St. Hyacinthe, Que.	Textile Federation (CNTU)
Great Lakes Paper, Fort William, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Hamilton City, Ont.	Public Empl. (CLC) (office empl.)
Hamilton City, Ont.	Public Service Empl. (CLC) (outside empl.)
H. J. Heinz, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
K. V. P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
Kellogg Company, London, Ont.	Millers (AFL-CIO/CLC)
Kimberly-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
Lever Bros., Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
MacDonald Tobacco, Montreal, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (electrical craft empl.)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Manitoba Telephone	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Miramichi Lumber, Chatham Industries & others, Miramichi ports, N.B.	Miramichi Trades & Labour (Ind.)
New Brunswick Power Commission, province-wide	I.B.E.W. (AFL-CIO/CLC)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)

Company and Location	Union
Ontario Paper, Thorold, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others.
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Printing Industries Council, Toronto, Ont.	Typographical Union (AFL-CIO/CLC) (composing room empl.)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec Cartier Mining, Port Cartier & Lac Jeannine, Que.	Steelworkers (AFL-CIO/CLC)
Quebec North Shore Paper, Baie Comeau, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
R.C.A. Victor, Montreal, Que.	Empl. Assn. (Ind.)
Rolland Paper, Mont Rolland & St. Jerome, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (labour service empl.)
Scott Clothing, Longueuil, Que.	Empl. Assn. (Ind.)
TCA, company-wide	Air Line Pilots (Ind.)
Telegram Publishing, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Union composing rooms, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)
Vancouver General Hospital, Vancouver, B.C.	Public Empl. (CLC)
White Spot Restaurants, Vancouver & Victoria, B.C.	Empl. Union (Ind.)
Winnipeg City, Man.	Public Service Empl. (CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)
Winnipeg Metro., Man.	Public Service Empl. (CLC)

Conciliation Officer

Assn. des Marchands Detailants, Quebec & district, Que.	Metal Trades' Federation (CNTU) (garage empl.)
Atomic Energy of Canada, Chalk River & Deep River, Ont.	Atomic Energy Allied Council (AFL-CIO/CLC)
B.A. Oil, Clarkson, Ont.	Oil Wkrs. (AFL-CIO/CLC)
B.C. Hotels Assn., New Westminster, Burnaby, Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
Dominion Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Steel & Coal (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Fairey Aviation, Eastern Passage, N.S.	Machinists (AFL-CIO/CLC)
Hospitals (4), Trois Rivières, Que.	Service Empl. Federation (CNTU)
K.V.P. Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Shell Oil Montreal East, Que.	Empl. Council (Ind.)
Shipping Federation, Halifax, N.S., Saint John, N.B., Montreal, Quebec & Three Rivers, Que.	I.L.A. (AFL-CIO/CLC)
Stanrock Uranium Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Steep Rock Mines, Steep Rock Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Toronto General Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)

Conciliation Board

B.C. Shipping Federation, various ports, B.C.	Longshoremen & Warehousemen (CLC)
Dairies (various), Vancouver & New Westminster, B.C.	Teamsters (Ind.)
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Eastern Canada Stevedoring & two others, Toronto, Ont.	I.L.A. (AFL-CIO/CLC)
Falconbridge Nickel, Falconbridge, Ont.	Mine, Mill & Smelter Wkrs. (Ind.)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Fisheries Assn. & Cold Storage Cos., B.C.	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Fisheries Assn., B.C.	United Fishermen (Ind.) (tendermen)
Hotel Empress (CPR), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
International Nickel, Port Colborne & Sudbury, Ont.	Steelworkers (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)

Post-Conciliation Bargaining

Company and Location	Union
Council of Printing Industries, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)

Arbitration

Kimberly-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)

Work Stoppage

Standard Tube & T.I., Woodstock, Ont.	Auto Wkrs. (AFL-CIO/CLC)
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Part III—Settlements Reached During April 1963

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

ASSOCIATED FUR INDUSTRIES, TORONTO, ONT.—BUTCHER WORKMEN (AFL-CIO/CLC): 2-yr. agreement covering 800 empl.—weekly wage increases of \$4 eff. Jan. 1, 1963 and \$2 eff. Jan. 1, 1964; increased sick benefits.

BREWERIES (VARIOUS), WINNIPEG, MAN.—BREWERY WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 550 empl.—general wage increases of 5¢ an hr. retroactive to June 1, 1962 (stationary engineers to receive 8¢ an hr.) and 6¢ an hr. eff. June 1, 1963; night shift premium increased to 12¢ (formerly 11¢); 3 wks. vacation after 3 yrs. of service (formerly after 6 yrs.) and 4 wks. after 15 yrs. of service (formerly after 20 yrs.); improvements in accidental death benefit and weekly sickness indemnity; group life insurance now available for retired empl.; rate for labourer after June 1, 1963 will be \$2.42 an hr.

B. C. HOTELS ASSN., VANCOUVER, B.C.—HOTEL EMPL. (AFL-CIO/CLC) (BEVERAGE DISPENSERS): 2-yr. agreement covering 600 empl.—wage increases of 5¢ an hr. retroactive to Jan. 1, 1963 and 4¢ an hr. eff. Jan. 1, 1964; rate for porter after Jan. 1, 1964 will be \$1.64 an hr.

B.C. HYDRO & POWER AUTHORITY—I.B.E.W. (AFL-CIO/CLC): 28-mo. agreement covering 1,300 empl.—general wage increases of 3% retroactive to Dec. 1, 1962 and 3% eff. April 1, 1964; sick leave provisions improved; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.).

B.C. HYDRO & POWER AUTHORITY—OFFICE EMPL. (AFL-CIO/CLC): 28-mo. agreement covering 1,500 empl.—general wage increases of 3% retroactive to Jan. 1, 1963 and 3% eff. Jan. 1, 1964; female empl. to receive additional 3% adjustment Jan. 1, 1963 and Jan. 1, 1964; 4 wks. vacation after 22 yrs. of service eff. 1964 (formerly after 25 yrs.) and after 20 yrs. eff. 1965; improvements in sick pay.

CDN. INTERNATIONAL PAPER & SUBSIDS., N.B., QUE. & ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC), OPERATING ENGINEERS (AFL-CIO) & OTHERS: 2-yr. agreement covering 6,000 empl.—no general wage changes; classification adjustments; evening and night shift premiums to be increased to 8¢ and 11¢ respectively eff. May 1, 1964 (at present 7¢ and 10¢); life insurance for an empl. under age 65 will be two times upper limit of his annual earnings class up to a maximum of \$18,000; life insurance in force Dec. 31, 1962 to be continued at company expense for empl. 65 to 70 years of age with coverage being reduced by 50% in five equal annual steps after age 70; weekly indemnity, beginning eighth day of non-occupational accident or illness, to be 60% of a normal week's pay for a maximum of \$75 a wk. payable from first day of accident or illness up to 26 weeks; empl. contributions toward life insurance, accidental death and dismemberment insurance and weekly indemnity to be reduced annually in four equal steps with plans being non-contributory by May 1, 1966; future service retirement benefits to accrue at 1½% eff. May 1, 1964 (at present 1¼%) with empl. continuing to contribute 4% of earnings; retirement plan amendments will not be subject to negotiation until April 30, 1967, or the expiry date of the then current agreement, whichever is later; however, adjustments in retirement benefits or contributions by employer and empl. required by present or future federal or provincial legislation will be negotiable; 20 working days vacation after 20 yrs. of service; English and French versions of agreement to have parity of meaning.

COMMISSION DES ECOLES CATHOLIQUES, MONTREAL, QUE.—PUBLIC SERVICE EMPL. FEDERATION (CNTU) (OFFICE EMPL.): 2-yr. agreement covering 500 empl.—wage increase of 10% retroactive to Jan. 1, 1963; clerk-typist salary range \$3,150 to \$4,200 a yr.

GOODYEAR TIRE & RUBBER, NEW TORONTO, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 1,500 empl.—wage increases of 4¢ an hr. eff. Feb. 24, 1963 and 6¢ an hr. eff. Feb. 23, 1964; improvements to pension, health insurance and S.U.B. plans; rate for janitor after Feb. 23, 1964 will be \$1.98 an hr.

HOTEL SHERATON-MT. ROYAL, MONTREAL, QUE.—HOTEL EMPL. (AFL-CIO/CLC): 3-yr. agreement covering 750 empl.—wage increases of 3¢ an hr. eff. March 1, 1963 and 3¢ an hr. eff. March 1, 1964; weekly hrs. of work for gratuity empl. to be reduced from 48 to 44 with maintenance of take-home pay; rate for maid will be \$9.85 a day after March 1, 1964.

HUDSON BAY MINING, FLIN FLON, MAN.—CLC-CHARTERED LOCAL, MACHINISTS (AFL-CIO/CLC) & OTHERS: 2-yr. agreement covering 2,290 empl.—wage increases of 4¢ to 5¢ an hr. eff. April 16, 1963 and April 16, 1964; rate for surface labourer after April 16, 1964 will be \$2.01 an hr.

IRON ORE OF CAN., Nfld. & QUE.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 2,000 empl.—wage increases of 7¢ an hr. retroactive to Oct. 23, 1962, 7¢ an hr. eff. Oct. 23, 1963 and 7¢ an hr. eff. Oct. 23, 1964; job increment in C.W.S. plan to be increased to 7¢ in second yr. of agreement (at present 6.9¢); annual vacations continue to be 18 days after 1 yr. of service, 23 days after 2 yrs. of service, 28 days after 3 yrs. of service and 33 days after 4 yrs. of service for empl. at Schefferville and Carol Lake, and 12 days after 1 yr. of service, 16 days after 2 yrs. of service, 20 days after 3 yrs. of service and 24 days after 4 yrs. of service for empl. at Sept-Iles; company will continue to provide free rail transportation for empl. on vacation, their families and automobiles from Schefferville and Carol Lake to Sept-Iles.

MONTREAL CITY, QUE.—FIRE FIGHTERS (AFL-CIO/CLC): 2-yr. agreement covering 2,480 empl.—wage increases of \$400 a yr. retroactive to Dec. 1, 1962 and \$225 a yr. eff. Dec. 1, 1963; salary for fire fighter class 1 after Dec. 1, 1963 will be \$5,525 a yr.

NORTHERN ELECTRIC, BELLEVILLE, ONT. & MONTREAL, QUE.—EMPL. ASSN. (IND.) (PLANT EEMPL.): 2-yr. agreement covering 7,300 empl.—wage increases ranging from 3¢ to 7¢ an hr. eff. Feb. 22, 1963 and 2¢ an hr. additional for craftsmen; 3 wks. vacation after 12 yrs. of service eff. 1963 (formerly after 15 yrs.) and after 10 yrs. eff. 1964; hiring rate for general labourer \$1.76 an hr.

NORTHERN ELECTRIC, MONTREAL, QUE.—OFFICE EEMPL. ASSN. (IND.): 2-yr. agreement covering 2,200 empl.—salary increases of 2½% eff. March 1963 and March 1964; 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.) in 1963 and after 10 yrs. in 1964.

ST. BONIFACE GENERAL HOSPITAL, ST. BONIFACE, MAN.—EMPL. UNION OF HOSPITAL INSTITUTIONS (IND.): 2-yr. agreement covering 700 empl.—wage increases of 3% eff. April 1, 1963 and 3% eff. March 30, 1964; maximum rate for hospital maid after March 30, 1964 will be \$178 a mo.

SILVERWOOD DAIRIES, TORONTO, ONT.—RETAIL, WHOLESALE EEMPL. (AFL-CIO/CLC): 2-yr. agreement covering 600 empl.—weekly wage increases of \$3 eff. April 1, 1963, \$1 eff. Oct. 1, 1963 and \$2 eff. April 1, 1964; rate for labourer after April 1, 1964 will be \$86.50 a wk.

THOMPSON PRODUCTS, ST. CATHARINES, ONT.—EMPL. ASSN. (IND.): 2-yr. agreement covering 700 empl.—4¢ cost-of-living bonus incorporated into hourly rates eff. May 1, 1963; wage increases of 6¢ an hr. eff. Nov. 1, 1963 and 3¢ an hr. eff. Nov. 1, 1964; rate for labourer after Nov. 1, 1964 will be \$2.24 an hr.

VANCOUVER BOARD OF POLICE COMMISSIONERS, VANCOUVER, B.C.—B.C. PEACE OFFICERS (CLC): 1-yr. agreement covering 730 empl.—general wage increase of 2.69% with a minimum of \$13 a mo.; rate for probationary constable \$378 a mo.

VANCOUVER CITY, B.C.—CIVIC EEMPL. (IND.) (OUTSIDE EEMPL.): 1-yr. agreement covering 1,550 empl.—general wage increase of 2.67%; rate for labourer \$2.095 an hr.

VANCOUVER CITY, B.C.—FIRE FIGHTERS (AFL-CIO/CLC): 1-yr. agreement covering 650 empl.—wage increases of \$7 a mo. for 1st class fireman and 1½% for those ranks above 1st class fireman; weekly hrs. of work to be reduced to 46 eff. Sept. 30, 1963 (at present 48 hrs.), to 44 eff. Feb. 28, 1964 and to 42 eff. Feb. 28, 1965 with maintenance of take-home pay; rate for probationary fire fighter \$345 a mo.

Median U.S. Increase in 1st Quarter Was 7.5 Cents

Wage increases negotiated in the United States in collective agreements reached during the first quarter of this year were close to those of the first quarter of 1962, according to an analysis of 670 settlements made by the Bureau of National Affairs. The analysis showed that 31 per cent of the contracts provided for increases ranging from 7 to 9 cents an hour.

The median settlement in the first quarter was 7.5 cents, compared with 7.4 cents for the same period last year.

In manufacturing, the median dropped slightly to 6.9 cents from 7 cents, and in non-manufacturing to 9.0 cents from 9.5 cents in the first quarter last year.

Improvements in fringe benefits were most frequent in non-manufacturing. But new or revised insurance plans occurred in

41 per cent of the manufacturing, and in 40 per cent of the non-manufacturing agreements; and supplementary unemployment benefits were dealt with in 1 per cent of the manufacturing settlements and in none of those in non-manufacturing.

Pension plans were revised or added in 19 per cent of the non-manufacturing, and 18 per cent of the manufacturing agreements. Shorter work weeks were provided for in 3 per cent of the non-manufacturing contracts, compared with 1 per cent in manufacturing. In both groups 5 per cent of the settlements included provisions for new or revised severance pay plans.

Half of the settlements in the first quarter provided for deferred wage increases, slightly more than in the first quarter of 1962.

INTERNATIONAL LABOUR ORGANIZATION

Director-General's Report to ILO Conference

David A. Morse devotes entire report to 47th International Labour Conference, beginning June 5, to consideration of ILO's program, structure and activities

Are the structure and activities of the International Labour Organization adequately adapted to changing world conditions? This is the question dealt with by David A. Morse, Director-General of the International Labour Office, in his Report to the 47th Session of the International Labour Conference, which will open in Geneva on June 5. The Report is devoted entirely to a consideration of the ILO's program and structure.

In Mr. Morse's view, "the ILO is at one of the critical points of its history, at one of those points where it may be possible to swing outwards from accustomed courses into a new and larger orbit of action.

"Such an opportunity now presented by historical circumstances can be realized only through the concerted wills of the ILO's membership. It requires common agreement on basic objectives, a clear sense of priorities, and the adjustment of the ILO's methods and of its means to the changing world situation."

The Director-General recalls that a previous turning point occurred with the ILO's successful adjustment to the postwar world. Since then, world affairs have been influenced by developments of great significance. The Report mentions in particular the division between East and West and also the division, of at least equal significance, between North and South, between the industrialized countries enjoying relatively high levels of income and those countries—many of them only now emerging to independence from colonial status—in which incomes are very low and economies underdeveloped.

Mr. Morse points out that "the division between North and South has in recent years evidenced a growing consciousness of mutual responsibility and the achievement of practical international co-operation." He notes in this connection that the attack on world poverty has come to be recognized as an international obligation.

The Director-General goes on to analyse the changes that have already occurred in the elaboration of ILO programs and in its methods of work so as to adapt them to new world conditions.

ILO's Commitment to Peace and Freedom

Mr. Morse begins by recalling certain basic characteristics of the ILO which condition its approach to world social and labour problems. These characteristics are the ILO's commitment to peace and its commitment to freedom.

The ILO's commitment to peace, Mr. Morse writes, means that "the ILO should explore all possibilities of promoting fuller international co-operation toward the solution of social and labour problems common to industrialized nations whatever their political or philosophical complexions." He cites the implications for workers of automation and other forms of advanced technology as one area in which such international co-operation could be particularly useful.

He regards as being of perhaps even greater importance in its bearing upon world issues the "need to encourage in every practical way effective collaboration between the industrialized nations of East and West in economic and technical aid for the development of the low-income countries."

The ILO's commitment to freedom, Mr. Morse says, implies an obligation to give effect to three basic principles of universal value: freedom of labour, in other words, respect for the worker as a person; freedom of association; and the primacy of social objectives. These principles are accorded verbal recognition more widely than they are practised, he says.

Priorities for ILO Programs

"In attempting to suggest priorities for our programs," Mr. Morse says, "I think we should take the perspective of the next 10 years, consider what are likely to be the main problems during this period in

the social and labour sphere and what the ILO can do about them." He suggests that there are five constellations of problems challenging the ILO and its constituent member countries:

—The improvement of skills and fuller utilization of the labour force for economic development;

—The distribution of incomes and its relation to general economic and social objectives;

—The growth of trade unions and labour relations in developing countries;

—Various current issues affecting the status and conditions of the worker, and

—The implications for labour of automation and other forms of advanced technology.

Development of Human Resources

As regards the first group of problems, Mr. Morse remarks that "if through research, through technical co-operation activities, through the confrontation and careful evaluation of the experience acquired by different countries, the ILO were to perfect a knowledge of an effective human resources strategy, it would contribute immeasurably to economic and social development."

He suggests that, in the immediate context of the less developed countries, this strategy should concentrate on these three objectives: (1) better utilization of the labour force; (2) improving the quality of the labour force by vocational education and training; and (3) enlisting popular support for the tasks of national development.

In Mr. Morse's view, these three objectives are closely inter-related.

The Report next examines measures that might be taken by the ILO with respect to manpower planning, employment objectives in economic development and vocational training.

Incomes

In considering the aspect of incomes, Mr. Morse says the ILO should help bring about:

—A distribution of incomes which is socially just, taking account of the needs of the most vulnerable groups and of the need to achieve high levels of income-creating employment and an equitable sharing of the responsibilities and rewards of economic growth, and

—Participation by free organizations of workers and employers in taking decisions affecting the distribution of incomes.

In the less developed countries, an equitable distribution of incomes is a criterion not always easy to apply, "because often

short-term desires may conflict with the long-term achievement of more substantial goals. Especially in the earlier stages of economic development, some immediate benefits and immediate gains in incomes may have to be sacrificed if the process of economic growth is to be sustained."

Mr. Morse points out, however, that "it is not reasonable to expect workers to accept wage policies which are determined in the light of economic development requirements if, at the same time, similar restraint is not placed upon other forms of income, particularly high incomes from property."

He proposes that the International Labour Conference should "consider, at an early session, incomes policy in relation to economic development with a view to reaching agreement on general principles, possibly in the form of an international Recommendation, which could be a guide both to national and to ILO action."

The Report deals next with income policies in relation to the objectives of economic growth, full employment and price stability in many of the highly industrialized countries having free-market economies.

Trade Unions and Labour Relations

In its analysis of trade union and labour-management relations problems, the Report concentrates on the situation of the developing countries and on the question of how to make ILO action on their behalf more effective.

It is, in Mr. Morse's view, incumbent upon the ILO to devise a strategy of action for the promotion of sound trade union development and viable systems of labour relations in countries pursuing the aims of rapid economic development. This strategy, he says, "would deploy in an integrated manner the ILO's various instrumentalities of action: international standards, technical co-operation, educational and training activities, research work and the dissemination of information."

Mr. Morse holds that the ILO should encourage and assist in the formation of national policies for labour relations, in which employers' organizations and trade unions are associated with governments.

Automation and Technological Change

Mr. Morse points out that the urgent need for an expanded ILO program on automation and technological change arises not because technological progress is new, but because it has gone forward at a very rapid pace in the industrialized countries in recent years and seems likely to accelerate still more in future. He observes, too, that

the problems of automation are not limited to "free-enterprise" countries but also affect countries having a planned economy, and he warns against underestimating the potential impact of advanced technology in developing countries.

Mr. Morse notes that there are a number of types of action which the ILO should take in this connection through its work as an international clearing house, through international technical co-operation on methodology, through expanded research activity and through programs to secure better public understanding of the problems involved.

Role of International Labour Conference

Mr. Morse devotes an important section of his Report to an examination of the part played by the International Labour Conference. He notes that while no proposal has been made during recent discussions to change the composition of the Conference or his method of voting, questions have been raised concerning certain of its procedures and arrangements.

One aspect of the Conference that has given rise to difficulties in recent years has been the procedure for the examination of resolutions. These difficulties, Mr. Morse notes, stem from the increasing number of resolutions submitted and the increasing proportion of resolutions involving political questions of a far-reaching character for which the ILO does not have major international responsibility. The cumulative effect of these factors has been to place a greatly increased burden on the Resolutions Committee and to make it difficult for it to complete its work within the time available in a manner satisfactory to the Conference as a whole.

"Fundamentally," Mr. Morse writes, "the problem arises from the difference in nature between the agenda of the Conference and the resolutions submitted to the Conference on questions not included in the agenda."

Mr. Morse says, too, that "no procedural or institutional device can adequately replace a wise restraint on the submission to the Conference of proposals relating to matters in respect of which the responsibility for action on behalf of the United Nations family rests primarily on the political organs of the United Nations."

Credentials Procedure

Another aspect of the arrangements for the Conference mentioned by Mr. Morse as calling for possible reconsideration is the procedure for the examination of objections to the credentials of delegates or technical advisers.

Mr. Morse pays tribute to the great devotion with which the successive chairmen and members of the Credentials Committee have discharged the duties entrusted to them by the Conference. But there is, he says, an inherent defect in an arrangement under which members of the Credentials Committee may sometimes appear to be at the same time both party and judge.

In these circumstances, Mr. Morse suggests, the Conference may wish to consider the possibility of entrusting certain of the present functions of the Credentials Committee to an independent judicial body. Such a body, he says, could consider objections before they are submitted to the Credentials Committee or to the Conference.

Revision of Standards

Mr. Morse calls attention to the fact that there is no procedure whereby a Convention which has failed to fulfil its purpose, or alternatively has wholly fulfilled its purpose, can be taken off the ILO statute book. As a result, he says, a certain number of Conventions are dead wood impairing the vitality of the International Labour Code as a living force.

Mr. Morse notes, too, that neither the Conference nor the Governing Body has a standing revision committee which can undertake over a period of years the continuing task of systematically revising existing instruments to bring them into line with newer developments. He suggests, therefore, that the Conference might decide to add to its permanent committee structure a revision committee, which would consider each year a Convention or group of related Conventions included, for the reconsideration of some particular provision or feature, in the agenda of the Conference for that year.

Mr. Morse lists a total of 31 Conventions—more than a quarter of the total number so far adopted—that could usefully be included in an initial revision program.

Industrial Committees

The role of the ILO's Industrial Committees, set up in 1945 as standing tripartite organs for the consideration of conditions in certain industries or affecting certain occupational groups, also is subjected by Mr. Morse to careful scrutiny.

He believes that, in the case of certain Industrial Committees, sessions might be held at less frequent intervals and that other meetings could be held in their stead.

TEAMWORK in INDUSTRY

Failure to keep employees informed on company matters which concern them has an unsettling tendency which adversely affects production, says Robert E. Jacob, president and general manager of Canadian Crittall Metal Window Ltd., Toronto. "Our employees know generally how we run our business," he said recently to visitors from the Department's Labour-Management Co-operation Service. Most of the educating is done through the plant's Joint Production Committee, made up of two management and three employee representatives.

Periodically Mr. Jacob, the general sales manager, the secretary-treasurer or some other officer addresses the group on various aspects of company operations. Information received by the union representatives—one of whom is the local president—is disseminated verbally to their fellow-workers in the plant. Following JPC meetings, management also distributes copies of the minutes to each of the 100 employees.

Management attaches considerable importance to this distribution because it has proved a stimulus to "feed-back." Employees take the minutes home to read—and come back with another idea. "They also prevent a breakdown in communications with people who are inclined to be quiet and reserved," said Mr. Jacob. He explained that, since 60 per cent of the firm's contracts are for custom work, the primary problems are quality and delivery dates. "Our employees know that we get orders by being competitive," he said. "They knew that promptness has a bearing on new orders. Experience has taught us that employee awareness of management's over-all problems is an aid to production."

Plant manager William Beatt stated that agendas-in-advance are recommended by both union and management. Most of the JPC's attention is directed toward straightforward production problems. Since 60 per cent of Canadian Crittall's business is with custom-built work, the pressure exerted under these conditions calls for a lot of flexibility on the part of management, committee and employees. Production is based almost entirely on the "efficiency of working conditions." As for the employees' output of ideas: "Of all the suggestions we received, I would say that 90 per cent of them are really practical items," said Mr. Beatt.

Harry Hilton, president of United Steelworkers' Local 4392, described joint consultation at Crittall as "a great help." He reported that only twice during the last 12 months were union-management problems referred to the international representative—and these were of a minor nature.

Mr. Hilton is employed as a punch press operator and is one of the union members serving on the JPC, which was formed a year ago to raise production efficiency. He thinks that association on the committee has also indirectly boosted morale, improved communications and brought the employees closer to management. "We are tackling our problems on a 50-50 basis," he said. "You must have this kind of teamwork to make any sort of advance."

* * *

Fear of being ridiculed, and fear of being ignored are no longer problems among employees working in the shops and plants division of the city engineering department in Calgary, Alta. A progress report submitted to the division's Labour-Management Production Committee by retiring member Harold Denhoff indicates that five years of joint consultation have established greater mutual trust between labour and management and have greatly increased general understanding, morale and safety. The 270 employees serving on the engineering department's shops and plants division's LMPC are members of Local 37, National Union of Public Employees (CLC).

Keen interest may characterize the attitude of labour-management committee members toward a new problem but that interest will soon be lost if the problem is left unresolved too long. So claims a year-end report submitted by incinerator foreman J. Dean to fellow members of the sanitation division Labour-Management Production Committee of Calgary's engineering department. Mr. Dean suggested that some types of problems required more research than others and that the necessary field work ought to be made available in such cases. The 120 employees serving on the sanitation division's LMPC are also members of NUPE Local 37.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during March. The Board issued four certificates designating bargaining agents, rejected two applications for certification, and also rejected one application for revocation of certification. During the month the Board received four applications for certification, one application for revocation of certification, and two requests for review under Section 61(2) of the Act seeking review of earlier decisions.

Applications for Certification Granted

1. International Longshoremen's and Warehousemen's Union, Local 501, on behalf of a unit of lockermen and waterboys employed by the Western Stevedoring Company Limited and working in the ports of Vancouver and New Westminster, B.C. (L.G., Mar., p. 225).

2. District 50, United Mine Workers of America, on behalf of a unit of drivers and warehousemen employed by McClure Transport Limited, Edmundston, N.B. (L.G., Apr., p. 309).

3. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 141, Warehousemen and Miscellaneous Drivers, on behalf of a unit of truck drivers employed by Wilkins Transport Limited, Chatham, Ont. (L.G., Apr. p. 309).

4. Retail, Wholesale and Department Store Union, Local 580, on behalf of a unit of drivers, yardmen, and mechanics employed by Associated Enterprises Ltd., Salmo, B.C. (L.G., Apr., p. 309).

Applications for Certification Rejected

1. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union No. 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and The Windsor Truck and Storage Company Limited, Windsor, Ont., respondent (L.G., Mar., p. 225). The

application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

2. General Drivers, Warehousemen and Helpers, Local Union No. 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Empire Freightways Limited, Winnipeg, Man., respondent, and the Canadian Brotherhood of Railway, Transport and General Workers, intervener (L.G., Mar., p. 226). The application was rejected for the reason that the unit for which the application was made was not considered to be appropriate for collective bargaining.

Application for Revocation Rejected

The Board rejected an application for revocation of certification affecting Lucien Jarraud, Germaine Buteau, *et al*, applicants, CJMS Radio Montreal Limited (formerly La Bonne Chanson Inc.), respondent, and National Association of Broadcast Employees and Technicians, respondent, (L.G., Feb., p. 143) (see "Reasons for Judgment" below).

Applications for Certification Received

1. International Longshoremen's and Warehousemen's Union, Local 501, Canadian Area, on behalf of a unit of dockmen-drivers employed by Lynn Terminals Limited, North Vancouver, B.C. (Investigating Officer: G. H. Purvis).

2. General Truck Drivers and Helpers Union, Local 31, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Flanders Van Service Ltd., Vancouver, B.C. (Investigating Officer: G. H. Purvis).

3. The National Syndicate of the Employees of the Trucking Industry, Saguenay-

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Lake St. John, Inc., on behalf of a unit of employees of Roberval Express Limited, Chambord, Que. (Investigating Officer: R. L. Fournier).

4. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of the Dominion Auto Transit Co. Ltd., Walkerville, Ont. (Investigating Officer: A. B. Whitfield).

Requests Received for Review of Decisions

1. Request for review of the certificate issued by the Board on December 28, 1962, to the Canadian Brotherhood of Railway, Transport, and General Workers in respect of a unit of various manual and clerical employees of the Canadian National Railways (L.G., Feb., p. 142). The request for review was made by The Order of Railroad Telegraphers, which had intervened to con-

test the application for certification made by the Canadian Brotherhood of Railway, Transport, and General Workers.

2. Request for review of certificate issued by the Board on February 13, 1959, affecting Eldorado Mining and Refining Group of the Civil Service Association of Canada, petitioner, and Eldorado Mining and Refining Limited, respondent (Metallurgical Laboratories, Ottawa) (L.G. 1959, p. 386).

Application for Revocation Received

Twin City Broadcasting Company Limited, Kitchener, Ont., applicant, and National Association of Broadcast Employees and Technicians, respondent. The application was for revocation of the certification issued by the Board on October 4, 1962, to the National Association of Broadcast Employees and Technicians in respect of a unit of employees of the company employed at Radio Station CKKW (L.G. Dec. 1962, p. 1386).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Reasons for Judgment

Application for Revocation of Certification affecting

Lucien Jarraud, Germaine Buteau, et al
CJMS Radio Montreal Limited (formerly La Bonne Chanson Inc.)
National Association of Broadcast Employees and Technicians

Applicants
Respondent
Respondent

This is an application made by a number of employees in the bargaining unit to revoke the certification granted by the Board on October 7, 1955 to NABET as bargaining agent for a unit of employees of the company, whose name at that time was La Bonne Chanson Inc.

The application for revocation is dated the 30th day of November 1962. On October 17, 1961, a collective agreement was entered into between NABET and the company, which agreement was still in force when this application for revocation was made. On November 30, 1962, there were about 30 employees who were members of the bargaining unit, of whom 24 signed the application for revocation.

The application came before the Board at a hearing on January 29, 1963, but the hearing, not being completed on that date, was resumed and completed on the 19th day of March, 1963.

The application sets out the grounds for asking revocation as follows:

5. THAT both during the term of the said collective agreements and during the negotiations that brought about the collective agreement presently in existence, the relations between the employees, on one part, and NABET (on the other part) have been most difficult and the undersigned were able to notice that the officers of NABET were more concerned with the interests and fate of their Association than with the interests and welfare of the employees of CJMS Radio Montreal Limited and the good relations which should exist between the employees and the employer;

6. THAT the undersigned have been able to notice more particularly the weakness and the lack of understanding on the part of the officers of NABET during the negotiations which led to the collective agreement presently in existence, as well as during the subsequent period when the officers and the official representatives of NABET tried, both by their actions and by their words, to create an uneasiness both in the midst and amongst the employees of CJMS Radio Montreal and within the establishment.

On these grounds the applicants submitted, in paragraphs 7 and 8 of the application, that it was important and urgent that they assume themselves the responsibility of protecting their own interests and personally administering the matter of the relations that must exist between them and

the company, and that the baneful and dangerous interference of third parties who were not concerned with the existence of a good understanding with their employer, nor with the maintenance of smooth and friendly relations within the company's establishment, be eliminated.

In its reply to the application NABET denied the allegations contained in paragraphs 5 and 6 of the application, quoted above, asserting that its relations with the company were always extremely difficult, but not with the employees; that these difficulties were solely and entirely due to the employer's anti-union attitude, to his refusal to carry out his commitments, to his total disregard for the laws and government agencies and to his constant desire to rid himself of NABET, the agency certified by the Board, such desire being constantly shown by his encouraging the establishment of an independent association and the application for revocation. The reply further alleged that the actions and attitudes of the employer had all been and still were intended to prevent NABET from efficiently representing the employees, and also to discourage the employees from wishing to be represented by NABET.

NABET's reply asserted that when signing the application for revocation the employees never wanted to protect themselves but rather to comply with the wish, the pleasure and the will of the employer. It further claimed that NABET had always tried to obtain good working conditions for the employees, through collective bargaining, and was always ready to co-operate with the employer, notwithstanding his constant refusal. It also alleged that the application and supporting affidavits were signed with the knowledge of the employer, with his approval and during the hours of work.

Finally NABET's reply submitted that the application is premature and illegal in view of the collective agreement between NABET and the company, and under the Act.

The company's reply to the application admitted, except for paragraphs 7 and 8, all of the contentions contained therein, including those in paragraphs 5 and 6, as

The Board consisted of C. Rhodes Smith, Chairman, and E. R. Complin, A. J. Hills and Donald MacDonald, members. The judgment of the Board was delivered by the Chairman.

being, to the best of its knowledge, true and substantiated, and in accordance with the facts. .

With respect to paragraphs 7 and 8 of the application the company's reply stated:

2. That it cannot speak for the employees of CJMS Radio Montreal Limited in respect of their direct and personal relations with the officers of the National Association of Broadcast Employees and Technicians, since its employees have, in the past, always been entirely free, and are still entirely free to draw their own conclusions in this matter, but the *mise-en-cause* has sufficiently known the officers of the National Association of Broadcast Employees and Technicians (NABET) and has sufficiently experienced their policies to be unreservedly of the opinions expressed in the contention contained in paragraphs 7 and 8 of said application for revocation of certification . . .

The company's reply further stated that the application for revocation appeared admissible and that it had no intention of contesting it.

The application for revocation is made under Section 11 of the Industrial Relations and Disputes Investigation Act, (R.S.C., 1952, C. 152), which reads as follows:

11. Where in the opinion of the Board a bargaining agent no longer represents a majority of employees in the unit for which it was certified, the Board may revoke such certification and thereupon, notwithstanding sections 14 and 15, the employer shall not be required to bargain collectively with the bargaining agent, but nothing in this section prevents the bargaining agent from making an application under section 7.

The Board does not agree with the argument of counsel for NABET that the application for revocation of certification is premature and illegal in view of the collective agreement between NABET and the company, and under the Act. In our opinion, Section 11 of the Act must be given effect according to its terms, which are clear and simple. It is not in any sense subject to Section 14 or Section 15, as submitted by counsel. The reference in Section 11 to Sections 14 and 15 deals only with the situation which will exist if and when revocation of certification has been granted, and does not limit in any way the Board's power to deal with an application for decertification. The same reasoning applies to the reference to Section 7. Nor does the existence of a collective agreement between a union and a company prevent a number of employees from applying for revocation of certification and attempting to convince the Board that the union no longer represents a majority of the employees in the bargaining unit.

In the Board's opinion, the words "the Board may revoke such certification" in this context clearly mean that the Board has a discretion and that it is required to exer-

cise its judgment in granting or refusing revocation. The important issue in this case thus becomes whether the Board should grant the revocation asked by the large majority of employees in the bargaining unit who have signed the application, or whether the circumstances are such that the Board should exercise its discretion by refusing the application.

Control of the company has changed hands since certification was issued to NABET in 1955. Mr. Raymond Crépault stated that he purchased the company at the end of 1957, at which time it was bankrupt. Since then it appears that its position has improved considerably.

Since 1959 there has been a very high percentage turnover of employees of the company. The evidence is that, of the persons employed by the company in November 1959, only two or three were still employed at the date of the hearing, January 29, 1963, and that of those employed in September 1960, only six were still employed on that date. One employee was dismissed in 1959 and several others in 1960. We have no evidence that any others have been dismissed, but since a strike, which began on August 11, 1961, and ended on October 17 of the same year, quite a number have left the company's employ, at least three of them for positions with another broadcasting company.

From the parol evidence it appears that only four employees in the bargaining unit were members of NABET at the date of the application for decertification.

At the two hearings seventeen employees and three former employees gave evidence. All but two of the present employees were called by the applicants, and all the present employees who gave evidence favoured the application.

Very little of the parol evidence supported the allegations in paragraphs 5 and 6 of the application for revocation of certification. Most of the witnesses either said they had no personal complaint about NABET or said they had never been spoken to by a representative of NABET or knew nothing of NABET.

One of the applicants, Lucien Jarraud, gave evidence at the January 29 hearing relating to the strike which began on Friday, August 11, 1961. He stated that a NABET officer told him on August 11 that there was a strike because the company's president, Mr. Crépault, did not want to negotiate with NABET, that Mr. Crépault told him the next morning that he had not refused to negotiate but had given a letter that he would negotiate on Monday, that NABET officials at first denied receiving

the letter but later one of them, Mr. Pedneault, admitted having it and referred to an addition in Mr. Crépault's handwriting that he would negotiate on Monday. In the course of his evidence he said:

... I didn't see this letter, they didn't want to show me the letter, and I said, "If you have it you have to show me." I wasn't even on strike at the time. Why they had the handwriting of Mr. Crépault there certifying that what was in the letter was true; he signed in his own handwriting, and then to prove that Mr. Crépault really wrote that in his own handwriting, Mr. Demers, who was the general manager, initialled that and the bookkeeper, Mr. Lanctot, also initialled it.

At the March 18 hearing, Mr. Jarraud was shown a letter dated August 11, 1961, from Mr. Crépault to Mr. Duquette (Industrial Relations Officer of the Department of Labour). He identified the letter as the one sent by Mr. Crépault, but on this occasion said it was shown to him by someone on the picket line.

An examination of [this letter] discloses that it bears Mr. Crépault's signature and an unsigned handwritten postscript. The letter contains a statement of willingness to sign an agreement in certain terms and the postscript agrees to a change in one of the terms. Nowhere in the letter or in the postscript is there any reference to negotiating on Monday or at any time. Beside the postscript are Mr. Lanctot's initials, but Mr. Demers' initials do not appear anywhere.

The Board considers Mr. Jarraud to be an honest witness, sincerely trying to tell the truth as he remembered it. However, the marked discrepancies between his evidence and the facts as disclosed by the letter indicate that his memory is far from reliable. The Board therefore has concluded that his evidence cannot be given much weight. Further, he had never attended any meetings of the union, nor taken part in any discussions between NABET and company officers.

Mr. Jarraud and one other witness complained of statements made to them by other employees or by NABET members when working on the company's premises during the 1961 strike.

Mr. Jarraud further gave evidence that NABET, subsequent to the date on which the application for revocation was made, opposed an application for an FM license that had been made by the company prior to that date. It was submitted that this incident showed NABET was not interested in advancing the interests of the employees. Obviously it could not be considered a reason for the application for revocation of

certification, and, as no reason was given for NABET's alleged opposition, the Board considers this evidence has no value.

All of the 24 employees who signed the application for revocation of certification took identical affidavits swearing to the truth of all the facts contained in the application. Many of them had been employees of the company for only a short period, in one case four days, in others two or three months. None of these could have had personal knowledge of things referred to in the application which occurred long before they became employees.

In the Board's opinion the allegations against NABET contained in paragraphs 5 and 6 of the application have not been proved. From the parol evidence the real reasons for the application appear to have been the following:

1. Unwillingness to pay money (dues) to an organization (NABET) which did nothing for them. This reason was given by the great majority of witnesses, generally in very similar words. In the Board's opinion this was the decisive factor in the minds of most of the applicants.

2. We do not need an outside organization as an intermediary between us and our employer. We have good relations with him and can deal with him better ourselves.

3. Some witnesses expressed a dislike of all unions.

4. Some witnesses referred to general dissatisfaction with NABET.

5. A few witnesses said they signed the application in order to follow the general trend.

6. One witness said he was aware that the employer did not seem to be in favour of this union (NABET).

The statement that NABET did nothing for the employees is perhaps understandable on the part of a number of witnesses who stated either that they knew nothing of the collective agreement or that they had never seen it. The agreement of October 17, 1961 is a document of 32 pages plus two appendices. It is a pretty complete document. Referring only to the salary clauses we find that it provides for rates of pay for various classifications, with regular \$5.00 increments in the weekly rates up to a maximum for each classification. It also provides that on the 1st of January 1962, every employee will receive an increase of \$1.00 per week and that on the 1st of October 1962, and again on the 1st of October 1963, every employee will receive increases of \$2.00 per week. These increases are certainly gains obtained by NABET for the employees through the agreement.

Much of the objection to being represented by NABET appears to stem from the time of the strike, though very few of the applicants were employees of the company at that time. The only evidence we have concerning the beginning of the strike is that of Alfred Pedneault, International Representative of NABET, who serviced the Montreal local of NABET dealing with this company. His evidence on the point is as follows:

BY MR. ROSS (a member of the Board):

Q. May I ask one question following that. Was the strike called by NABET or was it undertaken by the employees alone?

A. It was undertaken by the employees. If you will permit me to state, my recommendation at the meeting was not to go on strike on that date but the employees were fed up the way there were negotiations since about fifteen months and they could not come to an agreement and they had nothing before them to prove that we could reach an agreement in a short time. They decided, all the employees who were there—well, let us say almost unanimously because only one voted against the strike.

BY MR. DESAULNIERS [counsel for NABET]:

Q. Who was the one who voted against it?

A. We could not find out. It was a secret ballot and there was one against the strike and the others were in favour of it.

He was cross-examined by Mr. Tremblay [for the applicants] about this meeting:

Q. Were all the employees at that time at the meeting for the strike? Were they present?

A. I think 80 or 85 per cent were present.

Q. 80 or 85 per cent were present?

A. Yes.

This evidence should be read in conjunction with that of Mr. Jarraud about the letter of August 11, 1961, from Mr. Crépault to Mr. Duquette. This indicates that Mr. Crépault's statement in the unsigned postscript that he accepted a specific change desired in the proposed collective agreement was not believed. This disbelief apparently touched off the strike.

The foregoing evidence indicates that it was the employees themselves and not the union who were responsible for the strike's beginning.

The evidence submitted at the hearing on January 29 makes it abundantly clear that since November 1959 there has been a long series of serious difficulties between the company and NABET, as shown by complaints made by NABET to the Minister of Labour or to the Board.

The first complaint, November 10, 1959, alleged refusal of the employer to arbitrate a grievance concerning dismissal of an employee, notwithstanding the provision in the collective agreement then in existence requiring arbitration. The second complaint, September 7, 1960, alleged refusal to arbitrate a similar grievance concerning the

dismissal of eight employees in the technical group arising out of changes in the company's methods of operation. It was alleged that these changes required other employees, announcers, to carry out technical functions contrary to the terms of the collective agreement. It seems clear that in both of these cases the employer did refuse to arbitrate. Settlement of the disputes was apparently reached through the mediation of a conciliation officer of the Department of Labour. It should be stated that when this second complaint occurred, the term of the former collective agreement had expired, and negotiations for a new agreement had begun.

A third complaint was made on February 7, 1961, that the employer, after the expiry date of a collective agreement, and while negotiations for a new agreement were under way, unilaterally changed conditions of employment and stated he would change certain conditions, e.g., he would no longer deduct union dues at the source. The complaint listed six grievances in this connection which it stated had been submitted to the company but that it had been impossible to have a meeting with the company to discuss these grievances.

A Conciliation Board was established by the Minister of Labour on March 7, 1961, which rendered a unanimous report on May 19, 1961, most of whose terms had previously been agreed to between the parties. On June 21, 1961, Mr. Crépault wrote the Director of Industrial Relations, Department of Labour, stating: ". . . in the present circumstances, the company cannot give effect to the report of the board of conciliation." The dispute was not settled and about two months later, on August 11, 1961, the strike previously referred to began.

The strike terminated on October 17, 1961, and a new collective agreement was entered into bearing that date. The strike seems to have occasioned much bitterness. By the terms of settlement two employees were not reinstated with the company, and others did not return to work with the company.

On October 13, 1961, shortly before the end of the strike, Mr. Crépault wrote the Director of Industrial Relations, making a formal request for the Board to decertify NABET. On October 17, 1961, the request was withdrawn by telegram.

Further difficulties arose in 1962 between the company and NABET. Early in June NABET applied to the Board to establish a procedure for the final settlement of grievances or disputes concerning the application, the interpretation or the violation of the collective agreement between the company and NABET, which might directly

involve the company and the union. On July 18, Mr. Crépault wrote the Chief Executive Officer of the Board, the letter stating in part: "For all practical purposes, there exists a collective agreement, in due form, binding the parties concerned, and we have no intention whatsoever of allowing whomsoever to alter this document at this stage."

The Board, in accordance with Section 19 (2) of the Act, prescribed a provision as requested, the collective agreement previously having no provision on the specific point.

On September 5, 1962, NABET wrote the Minister of Labour requesting authority to proceed against the company for not following the established grievance procedure to settle the dispute last referred to, which arose out of the failure of the company to comply with specific provisions of the collective agreement, including a requirement to supply NABET with a list of employees showing the length of service of each employee. The agreement contained a provision for checkoff of union dues for all employees hired after the agreement was signed and for all other employees who signed an authorization form for this purpose. A conciliation officer of the Department intervened and the dispute was settled by agreement.

On January 7, 1963, NABET made a further complaint to the Minister of Labour alleging that the company had unilaterally amended the agreements reached through the conciliator in the last mentioned dispute, that NABET had submitted five new grievances to the company which had made no reply, that NABET had then notified the company of its intention to resort to arbitration but that the company had refused to nominate its representative to the arbitration board. The complaint requested authorization to prosecute the company. Such authorization was given by the Minister during the period between the first and second hearings held by this Board.

On January 22, 1963, NABET wrote the company stating that the union dues of employees for the months of November and December 1962 had not been received, as required by the terms of the collective agreement. Mr. Pedneault stated in evidence on January 29 that no answer to this letter had been received.

None of the allegations referred to in these complaints were denied at the Board hearings, though in some instances an explanation of the company's position is given in letters written by Mr. Crépault at the time of the complaint.

In the autumn of 1960 an association of employees of the company was formed, separate and distinct from the union. There is no evidence that Mr. Crépault proposed or sponsored this association in any way. It is clear, however, that he has consistently favoured the association. The first meeting to form the association and obtain signatures for membership, and at least some subsequent meetings, were held on company premises. One meeting was apparently held in Mr. Crépault's office, though he was not present. Mr. Crépault attended some meetings and spoke at them. One witness who is not now employed by the company said that there were two meetings at which they had coffee and biscuits. He said:

... The meeting start around 2 or half past 2 or 3 o'clock in the afternoon and we stop all work to go to the meeting. Then Mr. Crépault was there and he says, you may stay on the association of NABET and the other, I don't mind, but, I will be happy if you are all together because it is an association and we can make picnics and fun and hockey and play games and everything like that. If you are with me, well we are together to sign for individual contracts and we will be happy because I do not understand how strangers will come in this station.

Two witnesses said that at an association meeting, apparently in 1960 or 1961, there was discussion of decertification of NABET. One said they were to sign a form showing they were resigning from NABET. It is quite clear that employees were free to talk about the association on company premises and during working hours, but one witness said he was warned by the general manager not to talk about the union (NABET) on company premises, that if he preferred to keep his job he shouldn't forget that he had a wife and three children.

In 1962 several employees were offered by management individual contracts at higher rates of pay than they were receiving under the collective agreement. One witness, not now employed by the company, said that according to the contract offered her she was to write a letter asking for her resignation from NABET and also asking not to pay her fees or dues.

While the evidence concerning the preparation and execution of this application for revocation of certification is not complete it is clear that the matter was discussed on company premises and that management did not object. One witness stated that she was given permission by her employer to go and sign the application.

After careful consideration of all the evidence the Board has come to a definite conclusion that NABET has at all times tried to discharge its responsibilities to the employees it represents and to protect

their interests in accordance with the current collective agreement, but that to a great extent its efforts to those ends have been frustrated by the attitude and actions of Mr. Crépault, representing the company.

On the other hand it is our opinion that for a long time Mr. Crépault has followed a policy of obstructing NABET rather than co-operating to maintain good relations in accordance with the spirit and purpose of the Act. In fact, the evidence indicates strongly that he has desired and still desires to get rid of NABET as the bargaining agent for the company's employees.

In our view, his obstructive actions, coupled with his clear preference for and verbal support of the association of employees and the offering to employees of individual contracts at higher rates of pay than they were receiving under the collec-

tive agreement, have been largely responsible for many of the employees' coming to the conclusion that they would be better off without NABET as their bargaining agent. Such tactics are particularly effective in a relatively small company where every person, whether he or she is an employee or comes within the company management, knows every other person and contacts between management and employees are matters of every-day occurrence.

Under these circumstances the Board has come to the conclusion that the application for revocation of the certification of NABET should not be granted. It is accordingly refused.

(Sgd.) C. RHODES SMITH,
*Chairman
for the Board.*

Dated at Ottawa, April 25, 1963.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During March, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Robin Hood Flour Mills Limited, Moose Jaw, Sask., and Local 201 of the United Packinghouse, Food and Allied Workers (Conciliation Officer: J. S. Gunn).

2. Northern Cleaning Agencies Inc., Montreal, and Local 298 of the Building Service Employees' International Union (Conciliation Officer: C. E. Poirier).

3. Rod Service (Ottawa) Limited, Ottawa, and Local 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

4. TransAir Limited, Winnipeg, and Lodge 2223 of the International Association of Machinists (Conciliation Officer: J. S. Gunn).

5. Seaway Forwarding Agencies Limited, Sarnia, Ont., and Local 1854 of the International Longshoremen's Association (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

Settlements Reported by Conciliation Officers

1. Alaska Cruise Lines, Limited, Vancouver, and Seafarers' International Union of Canada (Conciliation Officer: D. S. Tysoe) (L.G., Feb., p. 144).

2. De Luxe Transportation Limited, North Bay, Ont., and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough) (L.G., Nov. 1962, p. 1283).

3. Gill Interprovincial Lines Ltd., North Burnaby, B.C., and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Currie) (L.G., Nov. 1962 p. 1283).

4. Northern Cleaning Agencies Inc., Montreal, and Local 298 of the Building Service Employees' International Union (Conciliation Officer: C. E. Poirier) (see above).

Conciliation Boards Appointed

1. Vancouver Wharves Limited, Vancouver, and Local 501 of the International Longshoremen's and Warehousemen's Union (L.G., April, p. 309).

2. Robin Hood Flour Mills Limited, Saskatoon, and Local 342 of the United Packinghouse, Food and Allied Workers (L.G., April, p. 310).

Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in February to deal with a dispute between Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Pittston Stevedoring Corporation of Canada Limited, Brown and Ryan Limited

and Local 1842 of the International Longshoremen's Association, Toronto (L.G., April, p. 311) was fully constituted in March with the appointment of His Honour Judge P. S. MacKenzie of Walkerton, Ont., as Chairman. Judge MacKenzie was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, W. J. Whittaker, Q.C., of Toronto, and A. Andras of Ottawa, who were previously appointed on the nomination of the companies and union, respectively.

2. The Board of Conciliation and Investigation established in February to deal with a dispute between Hamilton Shipping Co. Ltd., Yorkwood Shipping and Trading Co. Ltd., Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Pittston Stevedoring Corporation of Canada Limited, Brown and Ryan Limited and Local 1654 of the International Longshoremen's Association, Hamilton (L.G., April, p. 311) was fully constituted in March with the appointment of His Honour Judge P. S. MacKenzie of Walkerton, Ont., as Chairman. Judge MacKenzie was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, W. J. Whittaker, Q.C., of Toronto, and A. Andras of Ottawa, who were previously appointed on the nomina-

tion of the companies and union, respectively.

3. The Board of Conciliation and Investigation established in February to deal with a dispute between Faraday Uranium Mines Limited, Bancroft, Ont., and Local 1006 of the International Union of Mine, Mill and Smelter Workers (L.G., April, p. 311) was fully constituted in March with the appointment of Trevor R. Smith of Toronto as Chairman. Mr. Smith was appointed by the Minister on the joint recommendation of the other two members of the Board, Alex Harris of Toronto and Drummond Wren of Agincourt, who were previously appointed on the nomination of the company and union, respectively.

4. The Board of Conciliation and Investigation established in March to deal with a dispute between Vancouver Wharves Limited, Vancouver, and Local 501 of the International Longshoremen's and Warehousemen's Union (See above) was fully constituted in March with the appointment of H. E. Hutcheon of Vancouver as Chairman. Mr. Hutcheon was appointed by the Minister on the joint recommendation of the other two members of the Board, John L. Farris, Q.C., and William Stewart, both of Vancouver, who were previously appointed on the nomination of the company and union, respectively.

Canadian Railway Board of Adjustment No. 1 Releases Decisions in Three Recent Cases

The Canadian Railway Board of Adjustment No. 1 last month released its decisions in three cases heard on March 11.

The first dispute was over the claim for a minimum day's pay at yard rates by a yard foreman and two yard helpers who were not called to do the switching and spotting of a circus train; the second concerned the refusal by the company of time claims by yardmen on account of their not being assigned to work with a trackmobile performing switching in a shop yard; and the third was over claims by freight train crews for an extra eight hours' pay at yard rates for picking up cars from two different tracks, one of which was a C & O track used for interchange purposes.

The Board sustained the contention of the employees in the first case; partly sustained the employees' contention in the second case; and disallowed the claims in the third case.

The three cases, Nos. 802 to 804, are summarized below.

Case No. 802—Dispute between Canadian National Railways (St. Lawrence

Region) and Brotherhood of Railroad Trainmen over claims for a minimum day's pay by a yard foreman and two yard helpers who were not called to perform the switching and spotting of a circus train, which was done by the train's crew.

A circus train in charge of a road crew arrived at 11.40 p.m. at Sherbrooke. The crew was kept on duty to switch the train and spot the cars, and was relieved at 5.45 a.m.

A yard foreman and two yard helpers at Sherbrooke submitted claims for a minimum day's pay at yard rates because they had not been called to do the work, as provided in the current agreement for yardmen. The railway declined to pay the claims.

The employees based their contention on the article of the current agreement that reads: "Switching, transfer and industrial work, wholly within the recognized switching limits, will, at points where yardmen are employed, be considered as service to which yardmen are entitled, but this is not intended to prevent trainmen from performing switching incidental to their own train

or assignment." The work of switching and spotting the circus train was "switching" as defined in that article, the Brotherhood contended.

In addition, the employees pointed out that: the past practice at Sherbrooke and all other closed yards had been to order a yard crew in such cases; the arrival of the circus train was known weeks in advance, providing ample time for making the necessary arrangements; and at the time of discussion with the Sherbrooke agent, it was the intention to assign a yard crew for the work. Subsequently, however, the railroad had issued instructions for the road crew to remain on duty and do the switching work.

The employees contended also that the dispute paralleled an earlier case in which the Board had sustained the contention of the employees.

The company contended that the circus train had arrived at Sherbrooke an hour and ten minutes after the second of the two yard shifts there had booked off duty. There is no yardmen's spare board at Sherbrooke.

The company cited the same article that the Brotherhood had, but emphasized the phrase, "but this is not intended to prevent trainmen from performing switching incidental to their own train or assignment." This phrase, the company said, clearly permitted the trainmen to perform the switching.

Further, the company asserted that the previous case cited by the Brotherhood was not parallel to the present dispute, and cited a still earlier case as being parallel; in the latter case the employees' contention was not sustained.

Stating that the time consumed in switching the circus train indicated an extreme condition that was not contemplated when the article cited was negotiated, the Board sustained the contention of the employees.

Case No. 803—*Dispute between Canadian National Railways (St. Lawrence Region) and Brotherhood of Railroad Trainmen, ex parte, over the company's refusal to recognize claims submitted by yardmen who claimed payment for not being assigned to work a trackmobile in switching operations in a shop yard.*

From January 23, 1957 until October 29, 1957, the Canadian National Railways operated a trackmobile, entirely within the freight car shop at Point St. Charles, Montreal, with two shop men as crew. Claims were submitted by yardmen, who contended that the trackmobile should have been manned by a full yard crew (one foreman and two helpers).

From October 9, 1957 to January 19, 1959, the trackmobile's operations were

extended to protected truckage immediately surrounding the freight car shop and a new grit blast plant. From January 19, 1959 the machine was used for the adjacent passenger shop also. On that date, the dispute was submitted to the Canadian Railway Board of Adjustment No. 1.

It was agreed that the yardmen's claims be held in abeyance pending a decision by the Board.

On November 10, 1959, the Board ruled that yardmen be assigned to operate the trackmobile but that the number of yardmen to be assigned was a matter for negotiation between the parties (L.G. 1960, p. 172).

The negotiations failed to produce an agreement; but on August 8, 1960, the company assigned a yard foreman to accompany the trackmobile on each shift.

Further negotiations were unsuccessful, and the dispute was again submitted to the Board, who requested assignment of a referee. The referee ruled, on March 6, 1962, that "one yard foreman assisted by one yardman shall be the crew consist" of the trackmobile at Point St. Charles operating between locked switches (L.G., July 1962, p. 854).

When the company declined to recognize the yardmen's claims, the Brotherhood submitted the dispute, *ex parte*, to the Board.

The company said that the claims, which had been completed and submitted by the local chairman of the Brotherhood and not by the yardmen themselves, had not been submitted in accordance with an article of the agreement and were therefore invalid. The Brotherhood contended that the agreement to hold the claims in abeyance pending the Board's decision had the effect of waiving the 60-day limitation imposed in the article.

The Board recalled the decisions in Cases 718 (November 10, 1959) and 786 (March 6, 1962) and ruled that the yardman or yardmen who should have been called according to the referee's decision in the latter case and who were not called are entitled to pay for eight hours for each day not called.

Case No. 804—*Dispute between Canadian National Railways (Great Lakes Region) and Brotherhood of Railroad Trainmen over claims by crews in through freight service for eight hours additional pay at yard rates for picking up cars from two different tracks, one of which was a Chesapeake & Ohio track used for interchange purposes.*

On seven separate occasions, the crews assigned to through freight trains between Windsor and London, Ont., were required

to pick up cars for their trains from two different tracks at Chatham, one of which was a Chesapeake & Ohio track used for interchange purposes, after the Canadian National Railways yard engine had gone off duty. The crews claimed an additional eight hours pay at yard rates for such work; the company declined the claims.

The dispute came before the Board for a rehearing in the presence of a referee, whose decision was accepted as the decision of the Board.

In his decision, the referee stated that the facts of the case, which were not in dispute, were as follows:

From January 1, 1958, yard service at Chatham was reduced to two shifts, together covering the hours between 7 a.m. one day and 2 a.m. the next. Chatham is an interchange point with the C & O. Normally, both switching for company purposes and for interchange of cars with the C & O are done by the company's yard engine and crew. But if C & O cars arrived after 2 a.m., when the company's yard crew went off duty, for pick-up by the Windsor-to-London through freight, a C & O yard engine would place them on the interchange track and the crew of the through train would pick them up.

The work was done within the CNR switching limits at Chatham. The cars picked up were destined for the through freight. And the road crews were not run into the C & O yard, the referee pointed out.

The Brotherhood's claim on behalf of the train crews was based on an article in the

agreement that reads: "Trainmen relieving yardmen, or performing yardmen's work as defined in [the agreement] will be paid yardmen's rates and overtime conditions."

The company rested its case mainly on the article in the agreement that defined "yardmen's work" as follows: "Switching, transfer and industrial work, wholly within the recognized switching limits, will, at points where yardmen are employed, be considered as service to which yardmen are entitled, but this is not intended to prevent trainmen from performing switching incidental to their own train or assignment." The company contended that the switching that was the subject of the dispute fell within the excepting terms of the article as "switching incidental to their own train or assignment."

"... where a road crew lifts cars destined for forward travel as part of its train, picking them up from a marshalling track area, whether it be on one track or on more than one," the referee said, "the work can only be described as 'switching incidental to their own train or assignment'."

"This is not a case," the referee said further, "where the road crew is handling cars for some other train to pick up or is going into another yard to effect a transfer. There is no difference in substance in the pick-up of C & O cars spotted . . . by the C & O yard engine, and the pick-up of cars . . . spotted by the company yard engine when, in both cases, the cars are destined for forward journey as part of the train whose crew makes the pick-up."

For these reasons the referee disallowed the claims of the crews.

Non-Bargaining Session Can Help Improve Industrial Relations

Management and labour can improve industrial relations in Canada by meeting more often away from the bargaining table, according to a majority of 110 leading Canadian executives participating in a survey released last month by the National Industrial Conference Board's Canadian office.

Non-bargaining sessions can help resolve misunderstandings and increase co-operation between the two parties, many surveyed executives believe.

Although some executives advocate sessions involving top management and the leaders of international or national unions, most of the respondents support exploratory meetings at the local level. Sessions of this type already are held throughout Canada.

Informal meetings are favored two-to-one over formal meetings among those executives who advocate non-bargaining conferences.

Among topics considered suitable for non-bargaining sessions: the effects of automation, company plans for expansion or contraction, productivity, the economic outlook, union objectives, employee welfare, and not-yet-formal grievances.

More than 90 per cent of those polled by the Conference Board approve of advance talks with labour leaders on the effects of automation and technological change. Most of these executives emphasize, however, that final decisions must rest with management and that early consultation should not be confused with negotiation.

LABOUR LAW

Legal Decisions Affecting Labour

British Columbia Supreme Court grants injunction against strike. Ontario High Court dissolves injunction against peaceful secondary picketing; in another decision, enjoins peaceful picketing when conciliation proceedings not exhausted

In British Columbia, the Supreme Court ruled illegal a strike called by the unions jointly certified for a bargaining unit when some of them failed to notify the Minister their rejection of the report of a conciliation board within 18 days, as provided by the Labour Relations Act.

In Ontario, the High Court, dissolving an interim injunction against secondary picketing, upheld the common-law right of the union to communicate information peacefully in the circumstances where, on the part of the union there was neither conspiracy to injure, nor to bring about a breach of contract, nor an actionable nuisance.

In another decision, the High Court, granting an injunction against picketing, ruled that when a union started picketing, alleging bad faith on the part of an employer, in the process of collective bargaining and before going through conciliation proceedings as required by the Labour Relations Act, such picketing was not a legal (statutory) step preliminary to a union contract and the acts of the picketers causing damages were tortious and created a nuisance.

British Columbia Supreme Court...

...enjoins strike because some of unions jointly certified failed to comply with provisions of Act

On November 16, 1962, Mr. Justice Munroe of the British Columbia Supreme Court granted an interlocutory injunction restraining steps to carry out a strike when five of the six unions certified jointly to be a bargaining agent for the same bargaining unit failed to comply with the provisions of Section 40 of the British Columbia Labour Relations Act. Under this Section the parties to a dispute are bound within 18 days to communicate to the Minister of Labour their decision as to acceptance or rejection of the recommendations of a conciliation board.

The Court ruled that the failure of any of the unions to comply with these provisions rendered a strike called by any of them illegal.

On April 24, 1962, the British Columbia Labour Relations Board determined that 63 hourly rated employees of the Inspiration Mining and Developing Co. Ltd. were "a unit appropriate for collective bargaining" and, pursuant to Section 10(4) of the B.C. Labour Relations Act, certified six unions as "the trade union(s) for all the employees in the said unit."

Section 10(4) (as amended in 1961) reads as follows:

s. 10(4) Two or more trade-unions claiming to have as members in good standing in the said trade-unions a majority of employees in a unit that is appropriate for collective bargaining may join in an application under this section, and the provisions of this Act relating to an application by one trade-union, and all matters or things arising therefrom, apply in respect of said application and the said trade-unions as if it were an application by one trade-union.

After the certification, negotiations were carried on between the company's representatives and the representatives of the certified unions but the parties were unable to agree upon the terms for a collective agreement. After unsuccessful efforts by a conciliation officer, a board of conciliation was constituted and its report was filed on September 6, 1962.

In accordance with Section 39 of the Labour Relations Act, the Minister of Labour, on September 7, 1962, sent the copies of the report to the company and to each of the unions. The company advised the Minister of its decision to accept the reports. Each of the unions advised the Minister of their decision to reject the report of the conciliation board, but only one of them did so within the 18-day period prescribed by Section 40 of the Act.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

On October 24, the unions conducted a strike vote among the employees, and two days later gave the company the written notice required by Section 50(2)(b) of the Act of the intention of the employees to strike.

On the same day, an *ex parte* injunction was granted restraining the unions until November 2, 1962, from taking any steps to bring about a strike of the company's employees. This was followed by the company's application for an interlocutory injunction until trial or until further order upon the ground that such a strike would be illegal since the unions had not complied with Section 40 of the Labour Relations Act.

Section 40 reads as follows:

s. 40(1) The decision of the parties to a dispute as to the acceptance or rejection of the recommendation of the conciliation officer or of the report of the conciliation Board shall be given to the Minister not later than eighteen days after the day upon which the Minister caused copies of the recommendations or the report to be transmitted by registered mail to the parties to the dispute.

(2) A decision given to the Minister within the eighteen days may be superseded by a subsequent decision made and given to the Minister within that period.

Section 54(1) of the Act reads:

s. 54(1) Any strike is illegal where the trade-union, party to the dispute, has not complied with section 40 and sections 45 to 50, inclusive.

The question for determination before Mr. Justice Munroe was whether or not the failure of five of the six unions to comply with Section 40 of the Act had disentitled the unions or any of them to call a lawful strike. In other words, the issue before the Court was whether the compliance of one of the six unions with the provisions of Section 40 did excuse the non-compliance by the other five.

The unions claimed that the notice given by one of the unions in the time limit as provided by Section 40 should be treated as a reply on behalf of all six unions, and that the subsequent replies of the other five unions were purely confirmatory thereof; the default of the five unions could not invalidate the valid notice given by one of the unions and its notice was therefore good "for itself"; there was a substantial compliance with the Act by the unions and the late notices of the five unions were only "technical irregularities" and that Section 70 of the Act, which provides that "no proceeding under this Act shall be deemed invalid by reason of any defect in form or any technical irregularity" was applicable, particularly since the employer suffered no prejudice by reason of the said default; failure to communicate the decision of the five unions within the time prescribed ought

to be construed as a rejection by them of the Board's report.

Mr. Justice Munroe rejected these submissions. In his opinion, the five defaulting unions were "parties to the dispute" and each of them was under a legal duty (by virtue of Section 40) to communicate its decision to the Minister within the 18-day period. Their failure in this respect meant (by virtue of Section 50) that any strike called by them was illegal.

Further, Mr. Justice Munroe stated that the unions, having joined in an application for certification and having been certified as the trade unions for all the employees referred to in the said certificate, must be treated, for the purposes of the Labour Relations Act, as one, and they must act uniformly. To hold otherwise would result in chaos and cannot have been in the contemplation of the legislature. In the circumstances of the case at bar, no one of the unions was certified as bargaining agent for any specific employee or group of employees. The six unions, as a composite unit, were certified as the bargaining agent for all the employees. The failure of any of the unions (each of whom was a "party to the dispute") to comply with Section 40 rendered the strike called by any of them illegal under Section 50 of the Act.

The application for an interlocutory injunction restraining the union from taking any steps pursuant to the strike notice was granted. *Inspiration Mining and Development Co. Ltd. v. International Union of Operating Engineers Local 115 et al.* (1963) 41 WWR, Part 5, p. 281.

Ontario High Court. . .

...dissolves interim injunction against secondary picketing; says union exercising common-law right

On October 23, 1962, Chief Justice McRuer of the Ontario High Court dissolved an interim injunction against secondary picketing on the ground that the union was exercising a common-law right to communicate information peacefully and that in the union's action there was no basis for finding a conspiracy to injure or to bring about a breach of contract or an actionable nuisance.

There was a labour dispute between Deacon Brothers Sportswear Limited of Belleville, Ont., and the Amalgamated Clothing Workers of America. On August 12, 1960, the union was certified by the Ontario Labour Relations Board as the collective bargaining agent for the employees of the Deacon Company. After the report of a conciliation board, the company refused to enter into a collective agreement with the union.

The policy of the union was to avoid strikes and instead to conduct what is called "an educational campaign" to acquaint its members, together with other members of the trade union movement and the public generally, with the desirability of purchasing goods made in shops which have union contracts and to whose goods the union label is attached. As part of this campaign, the representatives of the union called upon Hersee's Mens Wear of Woodstock, a retailer firm that was selling goods manufactured by the Deacon Company, and asked the owner to write or telephone to the Deacon Company, telling it that union representatives had called on him, and to protest that their goods were not "union made". The firm did not accede to this request.

After this, the union started picketing on the sidewalk outside the Hersee premises with two picketers and later with one, with a placard reading as follows: "Attention shoppers—Deacon Bros. Sportswear Ltd. sold at Hersee's—made by Non-union labour—Protect your own standards of living. Look for the Amalgamated Union label when you buy men's and boy's apparel. . ."

After the county court granted an interim injunction against picketing Hersee's made a motion to the Ontario High Court for a permanent injunction.

Chief Justice McRuer in his reasons for judgment noted that there was no suggestion that there was any trespass or that the conduct of the picketers was objectionable in any way or that they interfered with customers or even spoke to them. He rejected the contention that there was a conspiracy to bring about a breach of contract, as Hersee's had no contract with the Deacon Company. He added that an action for conspiracy to procure a breach of contract will only lie where there is a contract in existence and the conspiracy must be an agreement to procure a breach of a specific contract of which the conspirators are aware. In addition, in order that a common law civil action could be brought for unlawful conspiracy, damages to the plaintiff must flow from the conspiracy (*Crofter Hand Woven Harris Tweed Co. v. Veitch* (1942)). The Chief Justice concluded that the required elements to found an action for conspiracy were not present in the case under review.

An alternative argument that there was a conspiracy to injure the plaintiff in his trade by establishing a picket line which some customers would not cross was also rejected by the Chief Justice. With reference to the *Crofter* case, he stated that the

evidence did not establish that there was "a predominant motive in the minds" of the picketers to injure the plaintiff as distinct from the "main object of benefiting themselves" by seeking to advance the interests of their trade union. On the contrary, the evidence was conclusive that there was no combination motivated by an intention to injure the plaintiff.

In Chief Justice McRuer's view, the union was exercising a common-law right to peacefully communicate information by causing a man to carry a placard with a simple statement of fact on it and an implied invitation to those in sympathy with organized labour to buy only goods bearing the union label.

Finally the plaintiff contended that the defendants were committing an actionable nuisance. The Chief Justice referred to the following statements made by Mr. Justice Kerwin in *Williams et al v. Aristocratic Restaurant* (1947) Ltd. (L.G. 1951, p. 1553):

Picketing is a form of watching and besetting but that still leaves for decision, in each case, what amounts to a nuisance.

It could not be said that one picketer would commit a nuisance by walking up and down in front of the respondent's premises, carrying the placard and in my opinion neither did the two pickets.

In Chief Justice McRuer's opinion, in no way could what was done by the picketers in the case at bar be said to amount to an actionable nuisance.

The court ruled that the plaintiff was not entitled to an injunction and the interim injunction was dissolved. *Hersee's of Woodstock Ltd. v. Goldstein et al.* (1963) 35 D.L.R. (2d), Part 9, p. 616.

Ontario High Court. . .

... enjoins peaceful picketing because union had not exhausted prescribed conciliation proceedings

On November 9, 1962, Mr. Justice Landreville of the Ontario High Court granted an interlocutory injunction against peaceful picketing on the ground that it occurred before the required resort to conciliation proceedings as prescribed by the Ontario Labour Relations Act.

The Hotel and Restaurant Employees' and Bartenders' International Union was certified as the bargaining agent for the employees of Nipissing Hotel and Windsor Hotel in Sturgeon Falls. On September 10, 1962 collective bargaining started between the parties to effect a union contract. Meetings were held on September 17, 20 and 27. Both parties stated that they had been willing to negotiate sincerely and in good faith.

At one stage of the negotiations the representative of the union made the following statement:

I will conform to the requirements of the law in the matter of these negotiations. I am quite prepared to sit down with a conciliation officer if either party to the dispute applies for such service. In the meantime since I am not convinced that the operators are negotiating in good faith, but rather purely employing delaying tactics when I have communicated the present offer to the employees should they indicate non-acceptance to the proposal of the employer, I will reserve the right to establish at or adjacent to any of the operations individuals carrying signs communicating to the public that any specific operation has no union agreement with the Hotel and Restaurant Employees' and Bartenders' International Union.

At a second meeting on September 17, the employers' representative requested the representatives of the union to prepare a draft collective agreement, because in their opinion the demands which they had submitted were incomplete and did not cover many essential areas of a possible agreement.

Immediately after the meeting the union started picketing in front of the hotels carrying signs on which was printed "This hotel has no union agreement with Hotel & Restaurant Employees' Bartenders International Union Affiliated with Canadian Labour Congress—A.F. of L. - C.I.O." The hotel owners applied for an interlocutory injunction against picketing.

Mr. Justice Landreville noted that picketing or displaying of the placards in the immediate vicinity of the hotels took an appearance of peaceful action on the part of the employees. They were doing so on their off-duty hours and none of the employees was on strike.

It appeared to Mr. Justice Landreville that the employers were willing to negotiate. But the termination of the negotiations took place after two or three meetings at the instance of the union because it alleged bad faith on the part of the employers. There was no evidence that the employers were dealing in bad faith, however. After the union representatives made their proposals, the employers made counter-proposals and demands. The simple fact they did so and were not readily accepting the demands constituted, in the union's opinion, delaying tactics and a show of bad faith.

In Mr. Justice Landreville's opinion it must not be left open to either party to break off negotiations on the simple affirmation that there is lack of good faith shown by the other party, without some evidence in support of that contention. One or the other cannot arbitrarily decide there is bad faith and achieve a stalemate in the negotiations.

Proposals and counter-proposals are only the originating steps to be taken under the statute and the parties should not, either by lockout or picketing, take a course outside of the steps clearly set out in the Labour Relations Act.

The union contended that it was not its desire to damage the owners but to advance the employees' and union's interests in every proper way possible. Mr. Justice Landreville was of the opinion that in the case at bar damage was being done to the employer's business and he doubted whether the union simply desired "to advance their interests in every proper way." For if nothing more was done by the union than picketing, such might have gone for months without being directly instrumental to the creation of the contract if the employers were satisfied to continue bearing damages. Such picketing was not a legal (statutory) step preliminary to a union contract, and, at that stage could not be considered the proper way to achieve agreement and create a union contract.

Mr. Justice Landreville found also that the picketing was not for proper motive. He doubted whether the information given to the public would bring about the creation of the contract, unless by this publicity the union officials hoped to exercise such pressure and coercion as to force the employers to grant those terms which they apparently did not wish to concede. In Mr. Justice Landreville's opinion the use of pressure or coercion, even in the mildest form, destroys the freedom and equality both parties must have at the bargaining table so that they cannot "bargain in good faith and make every reasonable effort to make a collective agreement" as stated in Section 12 of the Labour Relations Act.

In the case at bar the picketing was done at a time prior to the time at which either party could apply for conciliation under Section 13(1) of the Labour Relations Act, namely 35 days from the date of the giving of the notice to bargain. Either party has under the Act a definite course to follow if negotiations break down. A request for conciliation services is available to them.

In Mr. Justice Landreville's opinion any act by an employer or a union which at that stage in the negotiations is not in conformity with the "rules" set out in the Act to achieve agreement between the parties allows drawing an inference of bad faith as it is not pursued by legal and peaceful steps as contemplated by statute. It then becomes an attempt to circumvent the Act and the use of picketing is a process or

substitute to foster the contract by a procedure not contemplated nor within the purview of the Act.

In the case at bar there was no strike and the purpose of picketing was not to deter men from going to work in the hotels. The picketers themselves were employees off shift. There was no union contract because the employees have not exhausted the means available to them to reconcile their differences.

Mr. Justice Landreville noted that under the Act of 1875 "watching and besetting" means and is confined to the purpose of obtaining or communicating information. As Lord Justice Vaughan-Williams in the *J. Lyons & Sons v. Wilkins* case (1899) 1 Ch. 255, stated:

If the persuading takes any other shape than that of a communication within the meaning of

the proviso contained in s. 7, this would, in my opinion, make it unwarranted by this section, even though this persuasion might not otherwise be of such a character as to constitute a nuisance at common law. And, even if the persuasion does take the shape of such a communication, yet it may be made in such a manner as to constitute a common law nuisance, and thus be wrongful.

Mr. Justice Landreville's ruling was that substantial damage was done to the hotel business by picketing; that the acts of the picketers were tortious and created a nuisance and that the granting of an interlocutory injunction against picketing was the proper remedy in the circumstances. *Nipissing Hotel Ltd. and Farenda Co. Ltd. v. Hotel and Restaurant Employees and Bartenders International Union C.L.C., A.F. of L., C.I.O., et al.* (1963) 36 D.L.R. (2d) Part 2, p. 81.

Recent Regulations under Provincial Legislation

British Columbia sets minimum wage of \$1 an hour for fish processing industry; shortens list of occupations exempted from provisions of Hours of Work Act

In British Columbia, a new order for the fish processing industry set a minimum wage of \$1 an hour, with provision for lower rates during the first three months of employment. It also requires the payment of overtime after 40 hours in a week.

Other recent regulations dealt with exemptions from the British Columbia and Saskatchewan Hours of Work Acts, minimum rates for caretakers employed by municipal and school corporations in Quebec and newly designated trades for purposes of apprenticeship in British Columbia.

British Columbia Hours of Work Act

The regulation exempting certain industries and occupations from the British Columbia Hours of Work Act was amended by B.C. Reg. 48/63 with respect to the fishing industry.

As a result of the change, the hours of office employees in the fishing industry and those of guards and fire wardens, stockroom men or commissary men and oil-station attendants must now be limited to 8 in the day and 44 in the week if their employment is in organized territory. All other employees in the fishing industry continue to be exempted from the hours provision of the Act.

British Columbia Apprenticeship and Tradesmen's Qualification Act

In British Columbia, the trades of millwright, and piledriver and bridgeman were added to the list of trades designated under

the Apprenticeship and Tradesmen's Qualification Act by B.C. Reg. 26/63, gazetted February 21.

British Columbia Male and Female Minimum Wage Acts

A new order issued by the British Columbia Board of Industrial Relations set a minimum wage of \$1 an hour for employees in the fishing industry, with provision for lower rates during the first three months of employment. The new order, which was gazetted as B.C. Reg. 49/63 on March 21, went into force on April 8, replacing a wartime order that set a minimum of 40 cents an hour for women.

The new order for the fishing industry covers all operations in or incidental to the processing of any kind of fish or shellfish, including whales and any other form of marine life.

All employees in the fishing industry are covered except persons employed in a supervisory, managerial or confidential capacity who are exempt from the Hours of Work Act; office employees, guards, store clerks, stockroom men or commissary men and oil-station attendants in organized territory and employees on boats or vessels.

In line with the usual practice, some exemptions from the \$1-an-hour rate are provided. An apprentice, part-time worker or handicapped employee working under a special permit from the Board must be paid the rate specified in the permit.

Lower rates are also set for employees with less than three months experience in the industry. The minimum is 85 cents an hour during the first month of employment, 90 cents the second and 95 cents the third. A month's employment is defined as a period of 22 working shifts.

The new order stipulates, however, that regardless of the period of employment, an employee's wages may not be less than \$1 an hour for the purpose of calculating overtime and the daily guarantee.

With certain exceptions, employees in the fishing industry must be paid one and one-half the regular rate for all hours worked in excess of 8 in the day and 40 in the week. In the exceptional cases where the Board has approved an agreement to average hours over a fixed period, time and one-half must be paid for all hours worked in excess of a weekly average of 40 hours.

The overtime provisions do not apply to guards and fire wardens, campmen and caretakers employed where operations are suspended.

The daily guarantee provision is similar to that in most minimum wage orders. An employee must receive at least two hours pay if he reports for work in response to a call from the employer, and four hours if he commences work, subject to the usual qualifications. As noted above, for purposes of the daily guarantee, the regular rate may not be less than \$1 an hour.

Students reporting for work on a school day must be paid a minimum of two hours pay at the regular rate.

The order contains the usual provisions respecting semimonthly pay, the posting of orders and the keeping of records and employee registers.

Ontario Workmen's Compensation Act

An amendment to the regulations under the Ontario Workmen's Compensation Act

(O. Reg. 45/63) added the following to the list of industries in which the employers are individually liable to pay compensation and medical aid to the workmen in their employ: members of the staff of a juvenile and family court; division court clerks and bailiffs and their employees; clerical assistance employed by magistrates; registrars of deeds and local masters of titles and their deputies and employees; Crown attorneys and members of their staffs.

Quebec Minimum Wage Act

The newly revised minimum wage order for municipal and school corporations (L.G., March p. 237) has been amended with respect to minimum rates for caretakers.

A caretaker continuously supervising an establishment who is provided with free lodgings on the premises is entitled to a weekly minimum of \$50, instead of the \$70-a-week minimum provided in the original order. A caretaker who continuously supervises his employer's establishment and is not provided with free lodging on the premises must be paid at least \$70 a week.

The amending order (O.C. 299 of February 26, 1963) took effect from January 19, the date of the original order.

Saskatchewan Hours of Work Act

An order (O.C. 435/63) granting a conditional exemption from the Saskatchewan Hours of Work Act to persons employed at the Civic Arena in North Battleford was gazetted March 8. As a result, these employees may work up to 9 hours in a day and up to 96 hours in any two-week period at straight time rates during the period October 15 to April 15. During the remainder of the year, these employees must be paid overtime after 8 hours in a day and 40 hours in a week.

Canadian Workers' College Opens in June

The first course at the Canadian Workers' College, a joint undertaking of McGill University, the University of Montreal, the Canadian Labour Congress and the Confederation of National Trade Unions (L.G., March 1962, p.320), will begin in Montreal on June 3.

The purpose of the college, first labour college in Canada, the establishment of which was the realization of a long-held dream of the Canadian labour movement, is to provide union negotiators and organizers with a broader knowledge, expected to help them in their work.

The five main fields of study will be: economics, history, sociology, political science and trade unionism.

UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance benefit at end of February was little changed from number at end of January or from number one year earlier, statistics* show. Insurance Fund declines to \$39.4 million at end of February

Claimants for unemployment insurance benefit numbered 720,500 on February 28. This figure was little changed from the total of 703,100 on January 31, or from that of 718,700 on February 28, 1962.

Although 143,000 new claims—new claims are those made by persons who lost their jobs during the month—were filed during February, the number of claimants increased during the month by only 17,000. It is assumed that 110,000 or more persons who were on claim at the end of January, or who filed claims during February ceased to be claimants and returned to work during the month. That is, nearly 15 per cent returned to work.

On February 28, some 55 per cent of the claimants had been on continuous claim for more than four but not more than 13 weeks. This reflects the large increase in claims in December, together with the continuing reduction in employment opportunities. Men made up 82 per cent of this group of claimants, but only 70 per cent of those on continuous claim for more than 13 weeks.

Initial and Renewal Claims

Initial and renewal claims filed in February numbered 188,500. This was about 130,000 fewer than in January and 17,000 fewer than in February 1962.

Slightly more than 75 per cent of the claims received resulted from loss of jobs during the month, compared with nearly 85 per cent in January.

Of the 142,000 initial claims filed during February, 45,000, or about one third, were made by persons who had exhausted their entitlement to regular benefit and were falling back on seasonal benefit. In January, fewer than a quarter of the initial claims were of this type.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in February was estimated at 591,900, compared with 536,900 in January and 590,400 in February 1962.

Payments during the month amounted to \$58,700,000, compared with \$58,600,000 in January and \$58,000,000 in February 1962.

The average weekly payment was \$24.81 in February, \$24.79 in January and \$24.56 in February 1962.

Insurance Registrations

Insurance books or contribution cards have been issued to 5,076,330 employees who have made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1962.

On February 28, registered employers numbered 338,293, a decrease of 812 since January 31.

Enforcement Statistics

During February, 10,646 investigations were conducted by enforcement officers across Canada. Of these, 6,977 were spot

* See Tables E-1 to E-4, page 435.

checks of postal and counter claims to verify the fulfilment of statutory conditions, and 253 were miscellaneous investigations. The remaining 3,416 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 355 cases, 68 against employers and 287 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,890.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in February totalled \$26,-381,492.32, compared with \$31,387,634.93 in January and \$26,729,486.50 in February 1962.

Benefits paid in February totalled \$58,-741,718.11, compared with \$58,559,895.69 in January and \$57,988,338.19 in February 1962.

The balance in the Fund on February 28 was \$39,442,839.47; on January 31 it was \$71,803,065.26 and on February 28, 1962 it was \$104,618,453.34.

Monthly Report on Placement Operations of the National Employment Service

Although increasing seasonally, placement operations of the National Employment Service in March recorded declines from the records set in the first three months of 1962.

Vacancies notified by employers to local employment offices during March amounted to some 89,500, a decrease of 8.7 per cent from the same month a year ago. Vacancies for men, at 54,400, declined by 10.7 per cent; vacancies for women, which numbered 35,100, decreased 5.3 per cent from March 1962.

A total of some 260,700 vacancies have been notified during the first quarter of 1963, a lesser total than the 278,400 during the same period last year but higher than in any earlier year since 1956.

Some 68,000 placements were made during March, less than during the same month last year by 12.4 per cent but higher than any earlier March since 1953. Some 43,000 placements of men were made, 14.4 per cent fewer than last year; placements of women totalled 25,000, or 8.7 per cent below March last year.

Slightly more than 3,400, or 5.1 per cent of the placements effected during March, involved the movement of workers from one local office area to another. This was a smaller total than last year, but a larger proportion of total placements.

Regionally, March placements, with percentage changes from last year, were:

Atlantic	4,700	-21.9
Quebec	18,900	-14.8
Ontario	26,300	- 4.2
Prairie	11,400	-23.6
Pacific	6,700	- 4.6

Total placements during the first quarter of 1963 amounted to some 206,000, less than in the comparable 1962 period by 8.6 per cent, but higher than during 1961's first quarter by 13.8 per cent and higher than during any other corresponding period since 1945.

In short, placement operations of the National Employment Service are increasing seasonally, although at a somewhat slower pace than that last year; but they remain at higher levels than in pre-1962 years.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2112, January 30, 1963

Summary of the Main Facts: (*Translation*) The claimant filed initial or renewed applications for benefit on November 30, 1959; on May 16, June 8, August 22 and December 29, 1960; and on December 18,

1961, as well as a new claim on December 28, 1961. In each of those applications, he claimed benefit at the dependency rate in respect of his youngest daughter, who, in November 1959, was 5 years old.

In a statement signed by the claimant on June 12, 1962, he said he was the father of seven children ranging in age from 8 to 21 years, that five of them, including

*These do not necessarily relate to the investigations conducted during this period.

the youngest daughter, were living with their mother, and that four of them were still at school. By order of the Superior Court, he said, a total of \$30 a week was being deducted from his pay to be paid to his children. When he was on unemployment insurance benefit he occasionally, but not in any regular way, gave presents of money of from \$5 to \$10 to his young children. With what he had to pay for medicines, doctor's bills and pension contributions, he said he could do no more.

On July 12, the insurance officer advised the claimant that he was not entitled to the rate of benefit applicable to a person with a dependant, since, in his opinion, he had not proved that he maintained, in a continuous way, entirely or mainly, during the periods involved, the person he had stated was dependent on him (section 47(3) of the Act and Regulation 168).

The claimant lodged an appeal with a board of referees on August 6, 1962.

On September 6, the board of referees heard the appeal. The claimant was present. The board, by a majority, rejected the appeal. The decision reads partly as follows:

When he is unemployed, the claimant states that he occasionally gives \$5 or \$10 to his daughters; that he paid for clothing and school books from \$25 to \$30. But he can furnish no concrete proof whatsoever to support his contention and he admits that he does not contribute regularly to their upkeep.

In these circumstances, the board of referees, by a majority, is of the opinion that the claimant is not entitled to the rate for a person with a dependant. . .

The dissenting member of the board expressed the following opinion:

I am of the opinion that the claimant is entitled to the rate for a person having a dependant, because I consider that the claimant, who works at least 30 weeks per year, is forced through an order of the Superior Court to pay \$30 per week while he is working.

In addition, when he is unemployed he states that he spends, irregularly however, sums of \$5 to \$10 on his children. He also pays insurance premiums for two members of his family.

It seems that he spends a minimum total of \$1,000 per year, which, as far as I can see, is considered as "family maintenance".

On September 26, the union appealed to the Umpire. Here are the reasons for the appeal.

I am claiming benefit at the rate for a person with a dependant on behalf of my daughter, 8 years old. I have to pay for the support of my family, and this as a result of a Court Order, the sum of \$30 per week that is kept back from my pay when I am working. In addition, I keep up the payments on life insurance policies for my wife and my daughter, which costs me \$45 per year. Consequently, I spend about \$1000 for the upkeep of my

daughter . . . and I consider that this amount is sufficient for her to be considered wholly and mainly maintained by me.

One of your decisions under No. 1510 seems an identical case to mine, with the difference that the Court obliges me to pay double. . . .

The Chief of the Adjudication Division of the Unemployment Insurance Commission sent to the Office of the Umpire, at the same time as the appeal record on October 18, 1962, a statement of observations, which reads:

1. The evidence clearly indicates that the claimant, when he becomes unemployed, discontinues supporting anyone for whom he is responsible. He doesn't even contribute to the maintenance of one such person to a total amount equivalent to the difference between the two rates of benefit and states that he uses all of the benefits paid to him for his personal needs, with the exception of occasional small gifts made to his family. In addition, when he resumes work he makes no recompense whatsoever for such an interruption and reimburses no expenses incurred for such maintenance while he was unemployed.

2. The Unemployment Insurance Act allows for a higher rate of benefit to a claimant who has someone dependent on him, with the sole object of helping such a claimant to continue to maintain the person for whom he is responsible. It is obvious that the object of this higher rate is not to give a claimant more money for his personal needs, for it would then be necessary to pay a higher rate to all claimants, whether or not they had anyone dependent on them.

3. Even if a claimant is ordinarily forced, while he is unemployed, to reduce the amount devoted to maintenance of someone for whom he is responsible because his income is then reduced, he obviously cannot claim to be wholly or mainly supporting such a person during this period if in fact he then ceases to contribute to the person's maintenance to a point where he does not even devote the higher rate of benefit that the Act provides toward helping him continue such support (CUBs 818, 1510).

4. For all those reasons we request that the appeal to the Umpire made by the claimant's Union be rejected and the board of referees' decision maintained.

The Umpire heard the appeal in Quebec on November 22, 1962. The claimant was present and the Unemployment Insurance Commission was represented by one of its solicitors.

Considerations and Conclusions: In decision CUB 1510, the Umpire noted that in order to determine whether a person was maintained "wholly or mainly" as a dependent person, it was necessary to refer to the time when the claimant was still in employment rather than to the time of his claim and to inquire whether the contribution amounted to more than half the actual cost of maintenance of that person.

In the present case, the evidence contained in the record indicates clearly that the claimant's contribution to the upkeep of his daughter under 16 years of age was,

while he was working, \$30 a week. This sum seems to be more than sufficient to establish that, at the time of his claim, the claimant fulfilled the conditions of section 47(3)(a)(iii) of the Act, which reads as follows:

- (3) For the purposes of this section,
(a) a person with a dependant is . . .
(iii) a person who maintains wholly or mainly one or more children under the age of 16 years . . .

Furthermore, as the action signified by the word "maintains" in the cited section remains true with respect to the present even if the contribution to a dependant's maintenance, if sufficient, was made in the past, and as the total amount of the claimant's contribution to the maintenance of his child is at least \$1,000 a year, I consider that the claimant, during the periods in question, was a person who was maintaining "wholly or mainly" the child in respect of whom he claimed benefit at the rate of a person with a dependant.

I allow the claimant's appeal.

Decision CUB 2125, February 28, 1963

Summary of the Main Facts: The claimant, a married woman, filed an initial application for benefit on May 28, 1962, and was registered for employment as a winder. According to the application, she had worked as a winder from May 29, 1950, to December 15, 1961, when she voluntarily left due to pregnancy. Her child was born on March 24, 1962.

The claimant said a woman "will look after the baby while I am at work". Her rate of pay at the time of her separation from employment was \$78 a week.

In the Confirmation of Separation (Form UIC 479) the employer, on May 30, 1962 indicated, in effect, that the claimant was on leave of absence, that she did not apply for work after confinement and that there was employment for her after confinement, which she refused.

On May 29, the claimant stated that she would "take factory work at \$60 to \$70 a week." On May 29 also, the local office commented that "This applicant resigned from the only position that would pay her the wages she requests. Chances of obtaining similar employment are nil."

The insurance officer disqualified the claimant and suspended benefit from May 27, 1962, on the ground that she was not available for work inasmuch as she was unduly restricting the wages she was willing to accept (section 54(2)(a) of the Act). The insurance officer notified the claimant of this disqualification, by letter, dated June 5, 1962.

On June 6, the claimant stated that she was "prepared to take the starting rate of the employment I am referred to or find for myself." Her statement was referred to the insurance officer but he felt he could make no change in his original adjudication. He noted that the claimant had resigned from the company where she had been working while officially on leave of absence, and the reason for her resignation would have a bearing on her alleged availability. She could have returned to her employment if she was genuinely on the labour market, he said.

"Local office information indicates claimants have eight weeks subsequent to confinement to apply for re-instatement with [the company]. The claimant resigned in the seventh week subsequent to delivery," he pointed out.

The claimant appealed to a board of referees on June 15 on the grounds that she was "available for, and willing to work," on any job that she was offered by the Unemployment Insurance Commission or otherwise.

The wages mentioned by me was only an approximate wage, and you can understand naturally that I would be seeking the highest-paid job of any I might be offered. I cannot understand why I cannot receive unemployment insurance benefits because I stated the wages I felt I should receive.

I have contributed to the UIC as long as I was working, which is approximately 12 years, and I do not understand why I am being discriminated against in this way.

On June 19 the local office manager wrote to the claimant that "A review of your file reveals that we do not have in writing your reason for resigning from your employment . . . on May 11. This information is necessary to complete your file. . ."

The claimant's reply, received in the local office on June 21, said: "I gave my reason for leaving [the company] was to take up household duties because at the time I had no one to care for my children; since then I have gotten a sitter to come to my home and care for my children when I get work."

The local office manager wrote to the company on June 23, requesting information as to whether or not (a) the claimant had applied for re-employment since May 11 and (b) there was employment available to her now as a new employee should she apply. The company's reply, dated June 28, reads:

... To the best of our knowledge [the claimant] has not applied for re-employment since 11 May 1962. Her action of not returning to work after her maternity leave did in fact remove her from return rights with this Company.

If [the claimant] should re-apply at this time we would not be in a position to re-hire her. We have a policy which excludes the hiring of

married women, unless they are fully qualified operators with previous experience in our employ on jobs with lengthy training times . . .

On June 26, the manager of the local office wrote to the claimant requesting advice as to the minimum wage rate she was prepared to accept. The claimant replied on June 27, 1962, and said:

. . . you suggest my advising your office of a stipulated minimum wage that I am prepared to accept.

To the best of my knowledge and upon any advice I have been able to receive, this is a highly unusual suggestion and one that is unnecessary and, in fact, virtually impossible to carry out.

When making my claim for unemployment insurance benefits I declared myself available for and willing to work. My claim was made with a view to seeking employment through your offices, and to draw unemployment insurance benefits for the period of time I was without employment, whether such employment be obtained for me through your offices or otherwise.

It is impossible for me to state a specific minimum wage that I would accept in that the type of employment, the kind of working conditions and many other allied features would, of course, determine my evaluation of any employment offered, whether it be through your offices or otherwise.

I repeat that I am willing and available for work and would ask your office, with respect, to honour my claim for unemployment insurance benefits from the time that I have been unemployed, and to cease raising technicalities that are not called for under the Act and, in fact, appear to me to be designed to prevent me from drawing unemployment insurance benefits that I am so rightfully entitled to, and have paid for over many years of continuous employment.

In a memorandum to the board of referees, the insurance officer said that he had considered all the information contained in the claimant's file and in her appeal but could effect no change in his original adjudication. The insurance officer elsewhere in his Submission to Board of Referees referred the Board to the Umpire's decisions CUBs 564, 1217, 1235, 1552, 1620, 1782A, 1845 and 1887.

The claimant and her union representative attended the hearing of the case by a board of referees on July 18. The majority decision of the board reads:

. . . The claimant repeated to the board that she has been available at all times and willing to work at any job. In regard to wages she was naturally seeking the higher paid job that might be offered. In response to questioning regarding her registered occupation, she stated that she had not been asked by the local office to register in any other occupation but that she had been previously employed in other factory work and also had store clerk work experience, and that she was willing to take any suitable employment that would be offered. In regard to wages, she stated that she would accept the prevailing rate of the local office or in any work that she may be able to obtain. It is noted also . . . that the claimant advised

on the 6th of June that she was prepared to take the starting rate of the employment she would be referred to, or work she would find herself . . .

In the evidence contained in the submission, it is noted that the claimant resigned . . . while officially on leave of absence. This resignation does have some bearing on her alleged ability. The employees of [the company] are allowed eight weeks of submitting the application to apply for reinstatement. The claimant resigned in the 7th week subsequent to delivery. It is the majority decision of the board that claimant indicated by this action she was removing herself from the labour market; and for these reasons the majority opinion of the board is that the claimant has failed to prove that she was available for work the 27th May 1962 and subsequently.

Decision of the insurance officer is upheld and the appeal disallowed.

The dissenting member of the board of referees stated: "It is a minority opinion of the board that the claimant's appeal should be upheld for the following reasons: As of June 6, 1962, the claimant advised the unemployment insurance officer that she was prepared to take the starting rate of employment referred to, or to a job she found for herself. The claimant also stated on 15 June 1962 that she was available for and willing to work on any job offered by the Unemployment Insurance Commission, or otherwise."

The United Electrical, Radio and Machine Workers of America, of which the claimant is a member, appealed to the Umpire on August 16. The appeal reads:

From the conclusions drawn from the majority of the board of referees, this case would appear to turn on the applicant's resignation from [the company] in the 7th week subsequent to the delivery of her child. From this act it is concluded the applicant removed herself from the labour market.

The applicant had worked for approximately 12 years for [the company], mostly as a motor winder. After the birth of her child, two considerations occupied her mind that resulted in her resignation. The primary reason was she was weak due to problems of birth, and as her job was a strenuous one, she felt she could not carry on with that type of work. Enclosed is her doctor's statement indicating light work was required. Secondly, the claimant had problems of arranging for proper care for her children, which was subsequently resolved.

It is now claimed by the insurance officer, and upheld by the majority of the board of referees, that the claimant was not available for work on May 29 and subsequently, some ten weeks after the birth of her child.

. . . the claimant's statement made on June 6 [was quoted]. However, the insurance officer draws heavily on the fact she could have returned to her previous job, and since she didn't, he concludes she was not genuinely on the labour market. Having arrived at this conclusion, erroneously, we submit, he attempts to buttress his position by referring in general to "similar cases", and quoting numerous (8) CUBs. On examination of the CUBs quoted, we submit most of them are not relevant at all. We are prepared to argue orally the merits of the CUBs referred to by the insurance officer.

We wish to draw to the Umpire's attention that on the day this claimant's case came before the board of referees there was also a second case . . . As these cases were very similar you will note under "History of the Claim" for [the] claimant, paragraph 2 states: The claimant's representative advised the board that his reasons for appeal were identical with the appeal of [second case]. In [the latter] the board terminated the indefinite disqualification as of the date of the hearing, July 18, 1962. We should draw also your attention to the minority report in [the second] case:

"It is my opinion that the question asked by the insurance officer pertaining to the rate of pay or wages she was willing to accept is a question that is definitely a loaded variety meant to confuse the claimant. Nowhere in my opinion has the same question been asked other applicants for unemployment insurance benefits in any other area in this province.

It is my opinion that this appeal should be allowed."

It has been very disturbing to claimants and representatives of this Union that in the Peterborough area representatives of the Unemployment Insurance Commission have made it a practice to ask prospective claimants what is the wage they would be prepared to accept. It is wrong and is contrary to the Act and/or Regulations. We shall be prepared to argue the ramifications of this question. . .

This appeal is based on the fact that the majority of the board of referees erred, as did the insurance officer, in drawing what they thought were obvious conclusions from the claimant's resignation . . . but which were contrary to the real situation as it affected the claimant. The minority decision is the proper conclusion to be drawn from the facts and should apply in this case . . .

The medical certificate referred to in the appeal is dated August 13, 1962, and reads:

This is to certify that [claimant] was confined on March 24th, 1962. I feel that following her return to work she should have a lighter job for two or three months.

The oral hearing before the Umpire, requested by the Union, was held on

February 7, 1963. The Claimant, who was present, was represented by two officers of her Union; the Commission was represented by one of its solicitors.

Considerations and Conclusions: There is no evidence in the record to support the statement made by the local office on May 29, 1962, namely: "The applicant resigned from the only position that would pay her the wages she requests. Chances of obtaining similar employment are nil."

In order to be acceptable as evidence, a definite statement of that kind should, in my opinion, be accompanied with a comprehensive list of the prospective employers in the area who would and of those who would not pay the wages in question, and a detailed report on the relevant prevailing rates of wages in the district.

Furthermore, in the absence of proof that the claimant had refused a specific offer of other suitable employment, I fail to see that the fact that she resigned from her previous employment for the reasons she gave justified the board of referees' conclusion that she thereby removed herself from the labour market.

In view of the foregoing, I consider that the claimant has proved in a satisfactory manner that she was available for work as from May 27, 1962, and I so decide.

I consequently allow the Union's appeal.

However, as the claimant resigned from her employment on May 11, 1962, I would suggest that the question as to whether she has shown "just cause" for voluntarily leaving that employment should be examined in the first instance by the insurance officer in order to determine if she is subject to a disqualification pursuant to section 60(1) of the Act as from that date.

36 Per Cent of U.S. Women of Working Age Have Paid Jobs

There are more than 24 million women workers in the United States, it is reported in the 1962 *Handbook on Women Workers*, just released by the Women's Bureau of the U.S. Department of Labor. This means that 36 per cent of the 66½ million women of working age have a paid job.

Women were reported in all of the 479 individual occupations listed in the 1960 decennial census. More than half of the women employed in 1960 were concentrated in 25 occupations, however. At the top of the occupational list for women were 1,423,352 secretaries and 1,397,364 retail saleswomen.

Mature women are continuing to have an important role in the labour force. The median age of all women workers is now 41 years. Fully half of all women 45 to 54 years of age are engaged in gainful employment—the highest proportion for any age group of women. Their currently high rate of labour-force participation contrasts with the one-fourth of this group at work in 1940 and less than two-fifths in 1950.

The total number of working wives is approaching 13½ million, or one-third of all married women with husband present.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during March

Works of Construction, Remodelling, Repair or Demolition

During March the Department of Labour prepared 197 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 68 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 177 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, The St. Lawrence Seaway Authority and the Departments of Defence Production, Mines and Technical Surveys, Northern Affairs and National Resources, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in March for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Agriculture	1	\$ 72,340.00
Defence Production	142	1,004,775.00
Post Office	2	13,180.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

<i>Department</i>	<i>No. of Contracts</i>	<i>Aggregate Amount</i>
Public Works	1	7,550.00
Royal Canadian Mounted Police	14	514,383.92
Transport	1	16,035.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during March

During March the sum of \$12,048.26 was collected from eight contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 205 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during March

Department of Agriculture

Near Tichfield Sask: Bedford Construction Co Ltd, construction of tunnel outlet basins, South Saskatchewan River Dam.

Atomic Energy of Canada Limited

Chalk River Ont: John A McGregor (Renfrew) Ltd, insulation & plaster work, 2nd north extension, Metallurgy Bldg 465; Rusco (Ottawa) Ltd, supply & installation of spandrel panels, 2nd north extension, Metallurgy Bldg 465; Canadian Johns-Manville Co Ltd, completion of acoustic tile ceilings, 2nd north extension, Metallurgy Bldg 465. *Whiteshell Man:* Canadian Comstock Co Ltd, supply & installation of certain equipment—powerhouse, stage 2, central heating, compressed air & electrical plant, NRE.

Central Mortgage and Housing Corporation

Montreal Que: Planned Renovators, interior painting of apartments, Villeray Terrace; Planned Renovators, interior painting of apartments, Cloverdale Park; Planned Renovators, interior painting of apartments, St. Georges Gardens; Planned Renovators, interior painting of apartments, Benny Farm. *Galt Ont:* Vroom Construction Ltd, construction of 52 housing units & site improvements (FP 3/62). *Oshawa Ont:* Fontaine Nursery Farms Ltd, site improvement for 42 housing units (FP 1/58). *Toronto Ont:* Fontaine Nursery Farms Ltd, site improvement for 150 housing units (FP 6/58). *Vancouver B C:* Bert Murray Landscaping, site improvement & planting for 234 housing units (FP 4/58); Conniston Construction Co Ltd, site improvement & planting for 159 housing units (FP 3/59).

In addition this Corporation awarded 90 contracts containing the General Fair Wages Clause.

Defence Construction (1951) Limited

Dartmouth N S: Stevens & Fiske Construction Ltd, construction of 75 sets of wooden steps, RCN Air Station, Shearwater; Construction Equipment Co Ltd, structural steel modifications to coal bunkers, HMCS *Shearwater*. *Sydney N S:* Chappells Ltd, laying of asbestos tile, Bldg 6-3, Point Edward Naval Base. *Camp Borden Ont:* Bohn Tile Co, supply & installation of acoustic tile in Barrack Block O-125. *Chilliwack B C:* Timber Steel Structures Ltd, supply & erection of prefabricated bldg, Camp. *Colwood B C:* G H Wheaton Ltd, alterations to RCN Diving Establishment Bldg No 5. *Esquimalt B C:*

Yarrows Ltd, re-installation of crane runway rails, HMC Dockyard. *Lynn Creek (North Vancouver) B C*: R Henderson Roofing & Sheet Metal Ltd, re-roofing south section of Bldg No 3. *Various locations*: Two contracts in the restricted category.

Department of Defence Production

Debert N S: Automatic Sprinkler Co of Canada Ltd, installation of sprinkler system, Bldg No 309, Camp. *Halifax N S*: Banfield & Miles, interior painting of electrical shop, Bldg No D-19, HMC Dockyard; Martin & Moore Ltd, interior fire retardant painting of motor transport Bldg No D-71, HMC Dockyard; J L Nichols Contracting Ltd, re-erection of Butler bldg, Gladstone St Stores, Gladstone St. *Shearwater N S*: James F Lahey Ltd, interior painting of Bldg No 32, RCN Air Station. *Renous N B*: Byron MacDonald, interior painting of 12 storehouses, RCN Ammunition Depot. *St Hubert Que*: L Potvin Enrg, replacing of overhead services to control tower & underground services (electrical), RCAF Station. *Winnipeg Man*: Bowyer-Boag Ltd, replacement of hot water boiler at HMCS Chippawa; Ideal Decorating Co, interior painting of seven bldgs, Fort Osborne Barracks. *Esquimalt B C*: Farmer Construction Ltd, alterations to operating room area, Bldg No 54, HMCS Naden; Parfitt Construction Co Ltd, construction of concrete foundation & floor, Pacific Naval Laboratory Stores Bldg, HMC Dockyard.

In addition, this Department awarded 38 contracts containing the General Fair Wages Clause.

Department of Mines and Technical Surveys

This Department awarded three contracts containing the General Fair Wages Clause.

National Harbours Board

Montreal Que: Long-About Engineering Ltd, installation of dust control system, Elevator No 3 Annex.

Department of Northern Affairs and National Resources

Prince Albert National Park Sask: Valteau Construction Ltd, construction of power line to new camp ground & marina. *Fort Providence & Rae N W T*: Byrnes & Hall Construction Ltd, installation of water supply & sewage disposal facilities.

In addition, this Department awarded one contract containing the General Fair Wages Clause.

Post Office Department

This Department awarded one contract containing the General Fair Wages Clause.

Department of Public Works

Coley's Point North Nfld: Murphy Excavation Co Ltd, wharf repairs. *Port Borden P E I*: McNamara Construction of Nova Scotia Ltd, construction of CNR ferry terminal extension. *Arisaig N S*: F W Digdon & Sons Ltd, construction of talus. *Pleasant Bay N S*: Albert MacDonald, harbour improvements. *Sydney N S*: M R Chappell Ltd, construction of health clinic for Department of National Health & Welfare. *Grand'Mere Que*: Melancon & Fils Inc, construction of federal bldg. *Quebec Que*: Sanitation & Industrial Maintenance Co, cleaning interior of Champlain Harbour Station; Jean Marie Cote, alterations to Champlain Harbour Station for Departments of Citizenship & Immigration, Defence Production & National Health & Welfare (Food & Drugs); Sanitation & Industrial Maintenance Co, cleaning interior, etc, new Unemployment Insurance Commission Bldg. *Quebec City & Levis Que*: Jean Marier, cleaning windows of federal bldgs. *Remigny Que*: Charest Construction Ltd, reconstruction of wharf. *Sept-Iles Que*: Lionel Lebel, modifications to shed doors, Mgr Blanche St Wharf. *Toronto Ont*: Taymac Building Services Ltd, cleaning windows of federal bldgs. *Utterson Ont*: W N Hunt, construction of post office bldg. *Winnipeg Man*: A S Piper & Sons Window Cleaning Co, cleaning windows of federal bldgs. *North Portal Sask*: McLean Construction (Estevan) Ltd, installation of water distribution system. *Vancouver B C*: Banner Building Maintenance, interior cleaning. The Harry Stevens Bldg, 125 East Tenth Ave. *Victoria B C*: Burns & Dutton Construction (1962) Ltd, construction of Forest Research Laboratory for Department of Forestry.

In addition, this Department awarded 28 contracts containing the General Fair Wages Clause.

The St. Lawrence Seaway Authority

Sault Ste Marie Ont: S D Adams Welded Products Ltd, fabrication & installation of walkway gratings for frames of 10 lock gates, Sault Ste Marie Canal.

In addition, The St Lawrence Seaway Authority awarded one contract containing the General Fair Wages Clause.

Department of Transport

Green Island N S: L E & P E Armstrong, construction of dwelling & combined fog alarm bldg & light tower & demolition of two sheds. *Dorval Que:* Meco Electric (1960) Inc, installation of alarm switches in sump pits of terminal bldg & connection to annunciator in control room, Montreal International Airport; Thermatic Ltd, installation of steam flow meters for hangars Nos T-3 & T-4, Montreal International Airport. *Malton Ont:* J M Fuller Ltd, construction of Airport Surveillance Radar Bldg (ASR-3) & related work, Toronto Airport. *Lynn Lake Man:* Plains City Electric Co Ltd, installation of MI lighting, Airport. *Winnipeg Man:* Foley Construction Co Ltd, construction of Meteorological Services Bldg, etc, International Airport. *Regina Sask:* J H Ashdown Hardware Co Ltd, installation of air conditioning units in Aeradio & Meteorological offices, Airport. *Saskatoon Sask:* Nixon Plumbing & Heating Co Ltd, modifications to heating system, Air Terminal Bldg, Airport. *Edmonton Alta:* McRae & Associates Construction Ltd, construction of back beam marker, Runway 01, bldgs & services, International Airport. *Kamloops B C:* Abilene Contracting Co Ltd, installation of water supply mains, meter chamber & associated work. *Princeton B C:* Atlas Construction Co Ltd, site preparation, access road construction & clearing for powerline right-of-way for VOR/TACAN installation.

In addition, this Department awarded 15 contracts containing the General Fair Wages Clause.

Industrial Fatalities, 1962

(Continued from page 373)

In the previous year 246 persons were killed as a result of "falls and slips," 229 of which deaths resulted from falls to different levels, including 83 from falls into rivers, lakes, sea or harbours, 35 by falls from scaffolds and stagings and 24 from buildings, roofs and towers.

By Province

The largest number of fatalities in any province in 1962 was 357 in Ontario, a decrease of 17 from the previous year. Of these, 85 occurred in manufacturing, 58 in mining, 45 in construction, and 43 in transportation, storage and communications.

In Quebec, 191 fatalities were recorded, a decrease of 18 from 1961. These included 45 in construction, 38 in manufacturing, 29 in transportation, storage and communications, and 20 in logging.

British Columbia followed with 190 fatalities, four fewer than in 1961. Of these, 60 occurred in logging, 30 in manufacturing, and 25 in transportation, storage and communications (see Table H-3).

By Industry

During the year, the largest number of fatalities occurred in the manufacturing industry, in which there were 195, an increase of 17 from 1961 (see Table H-4 for an analysis by industry and month).

In construction, there were 190 fatalities, a decrease of 48 from the 238 reported in the previous year. In the transportation, storage and communications industry, 152 fatalities were recorded, the same number as in 1961.

Fatalities in mining and quarrying numbered 146 during the year, an increase of 11 from 135 in 1961. In the logging industry, there were 115 fatalities, an increase of 16 from the 99 in 1961.

PRICES AND THE COST OF LIVING

Consumer Price Index, April 1963

The consumer price index (1949=100) rose 0.2 per cent, from 132.1 to 132.3, between the beginning of March and April. The April index was 1.5 per cent above the April 1962 index of 130.3.*

Increases in the clothing, and health and personal care components outweighed decreases in the transportation, recreation and reading, and tobacco and alcohol components. The food and housing components were unchanged.

The food index was unchanged at 128.9 as most meat prices, particularly pork, were below March levels. Other price declines were limited to a few items, including powdered skim milk, bananas, grapefruit, cabbage, tomatoes and celery. These price declines were offset by higher prices for oranges, orange juice, apples, shortening, cereal and bakery items other than bread, sugar, jam, soft drinks and chocolate bars.

The housing index was unchanged at 136.0. Both the shelter and household operation components remained at their previous levels. In shelter, both the rent and home-ownership indexes were unchanged. In household operation, lower prices for appliances, electricity and domestic gas balanced higher prices for furniture, floor coverings and household supplies. The electricity and gas rate changes occurred in Vancouver and Victoria.

The clothing index rose 0.1 per cent from 115.6 to 115.7. Higher prices for men's and children's wear outweighed lower prices for footwear and piece goods; prices for women's wear were unchanged.

The transportation index declined 0.3 per cent from 139.6 to 139.2, reflecting lower prices for new passenger cars. Gasoline prices were up 1.3 per cent, the first break in price declines since June 1962. An increase of 2 cents per gallon in gasoline taxes in the province of Quebec was a factor in this movement.

The health and personal care index rose 1.4 per cent from 159.9 to 162.1 owing to higher fees for doctors, dentists and optical care as well as higher premiums for prepaid medical care. The personal care component was up slightly.

The recreation and reading index declined 0.4 per cent from 148.6 to 148.0. The

reading component was unchanged but the recreation component declined, reflecting lower prices for television sets and radios. Prices increased for phonograph records and bicycles.

The tobacco and alcohol index declined 0.1 per cent from 118.0 to 117.9 as liquor prices were adjusted downwards to reflect removal of tariff surcharges.

Group indexes in April 1962 were: food 125.8, housing 134.0, clothing 113.2, transportation 140.2, health and personal care, 158.1, recreation and reading 146.6, tobacco and alcohol 117.9.

City Consumer Price Indexes, March 1963

Consumer price indexes (1949=100) between February and March rose in five of the ten regional cities, fell in four, and was unchanged in the other.* Increases ranged from 0.1 per cent in Vancouver to 0.3 per cent in St. John's and Halifax; decreases ranged from 0.1 per cent in Ottawa and Toronto to 0.3 per cent in Montreal.

Food indexes rose in five cities and fell in five; increases ranged from 0.2 per cent in Winnipeg to 0.7 per cent in St. John's and Halifax, and decreases from 0.3 per cent in Toronto to 1.6 per cent in Montreal. Housing indexes were up in seven cities, down in one, and unchanged in two. Clothing indexes were higher in nine cities and lower in the tenth. Indexes for transportation registered increases in five cities, a decrease in one, and no change in four. In five cities the health and personal care indexes were higher; in five, unchanged. One index for recreation and reading was higher, five lower, and four unchanged. The tobacco and alcohol indexes were unchanged in all cities.

Regional consumer price index point changes between February and March were as follows: Halifax $+0.4$ to 131.3; St. John's $+0.3$ to 119.3†; Saint John $+0.2$ to 132.9; Saskatoon-Regina $+0.2$ to 128.3; Vancouver $+0.1$ to 131.7; Montreal -0.4 to 132.0; Edmonton-Calgary -0.2 to 127.2; Ottawa -0.1 to 133.1; Toronto -0.1 to 133.7. Winnipeg remained unchanged at 129.8.

* See Table F-1, page 440.

* See Table F-2, page 440.

† On base June 1951=100.

Wholesale Price Index, March 1963

The general wholesale index (1935-39=100) declined 0.1 per cent in March to 242.4 from 242.7 in February, but rose 2.3 per cent from last year's March index of 237.0. Of the eight major group indexes, two declined, five rose, and one was unchanged.

The animal products group index decreased 1.3 per cent to 252.9 from 256.2, and the non-metallic group index declined 0.2 per cent to 189.1 from 189.5.

The textile products group index rose 0.4 per cent to 247.7 from 246.8, the chemicals products group index rose 0.3 per cent to 189.8 from 189.3, and each of the following three major group indexes edged up 0.2 per cent: vegetable products to 222.8 from 222.4; wood products to 321.1 from 320.6; and non-ferrous metals products to 196.1 from 195.8.

The iron products group index was unchanged at 253.2.

The index of Canadian farm product prices (1935-39=100) moved down 1.9 per cent, from 225.0 to 220.7, in the three-week period ended March 22. The animal products index declined 2.8 per cent to 266.8 and the field products index eased 0.5 per cent to 174.6.

The residential building material price index (1935-39=100) moved down in March to 297.5 from 297.7; on the 1949 base, to 130.5 from 130.6. The non-residential building materials price index (1949=100) moved down to 133.5 from 133.7.

U.S. Consumer Price Index, March 1963

The United States consumer price index (1957-59=100) rose by 0.1 per cent between mid-February and mid-March. The March index was 106.2, a new record, but the old record of 106.1 had stood since last September. The February index was 106.1 and the March 1962 index, 105.0. The average index for 1962 was 105.4.

British Index of Retail Prices, February 1963

The British index of retail prices (Jan. 16, 1962=100) climbed 0.9 per cent, from 102.7 to 103.6, between mid-January and mid-February. One year earlier it was 100.1.

During 1962 the average level of retail prices rose by rather more than 2.5 per cent, compared with rises of about 4.5 per cent in 1961 and just over 2.0 per cent in 1960. The average index for the 12 months ended January 1963 was 4.0 per cent higher than the average for the previous 12-month period.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 175.

Accident Prevention

1. U.S. BUREAU OF LABOR STANDARDS. *Chlorine Handling in Stevedoring Operations*. Washington, GPO, 1962. Pp. 9.

Contains information on action to take if a leak shows up in a shipment of chlorine.

2. U.S. BUREAU OF LABOR STANDARDS. *Rigging Cargo Gear*. Washington, GPO, 1962. Pp. 23.

Explains why cargo gear fails, thus causing accidents.

Annual Reports

3. CANADA. NATIONAL PRODUCTIVITY COUNCIL. *First Annual Report, 1961-1962*. Ottawa, 1962. Pp. 28.

4. GREAT BRITAIN. CENTRAL STATISTICAL OFFICE. *Annual Abstract of Statistics*. No. 99, 1962. London, HMSO, 1962. Pp. 324.

5. MANITOBA. DEPARTMENT OF LABOUR. *Annual Wage and Salary Survey, 1962*. Winnipeg [1962?] Pp. 122.

6. NEWSPRINT ASSOCIATION OF CANADA. *Newsprint Data: 1962; Statistics of World Demand and Supply*. Montreal, 1962. Pp. 32.

7. PUBLIC SERVICES INTERNATIONAL. *Report of Activities for the Years 1958, 1959, 1960*. London, 1961. Pp. 82, 6, 6.

8. U.S. BUREAU OF LABOR-MANAGEMENT REPORTS. *Summary of Operations, Fiscal Year 1962*. Washington, GPO, 1962. Pp. 15, 27.

Fiscal year covers July 1, 1961 to June 30, 1962.

9. U.S. NATIONAL MEDIATION BOARD. *Twenty-eighth Annual Report, including the Report of the National Railroad Adjustment Board, for the Fiscal Year ended June 30, 1962.* Washington, GPO, 1962. Pp. 96.

10. U.S. NATIONAL SCIENCE FOUNDATION. *Twelfth Annual Report for the Fiscal year ended June 30, 1962.* Washington, GPO, 1963. Pp. 368.

Arbitration, Industrial

11. ANTON, FRANK ROBERT. *The Role of Government in the Settlement of Industrial Disputes in Canada. [With Special Reference to Conciliation in Ontario and Supervised Strike Voting in Alberta and British Columbia]* Don Mills, Ont., CCH Canadian limited, 1962. Pp. 262. (Presented in partial fulfilment of the requirements for the degree of Doctor of Philosophy of the University of London.)

Examines (1) federal and provincial industrial dispute legislation; (2) the controversy surrounding conciliation; and, (3) government-supervised strike voting.

12. NATIONAL ACADEMY OF ARBITRATORS. *Arbitration and Public Policy; Proceedings of the Fourteenth Annual Meeting, Santa Monica, Cal., January 25-27, 1961.* Edited by Spencer D. Pollard. Washington, BNA inc., 1961. Pp. 208.

Contents: Recent Supreme Court Decisions and the Arbitration Process. Past Practice and the Administration of Collective Bargaining Agreements. Due Process and Fair Procedure in Labor Arbitration. The Role of Lawyers in Arbitration. The Use of Neutrals in Collective Bargaining. Arbitration in Government. The New Opportunities for Industrial Relations. Consensus in Labor Relations.

13. NATIONAL ACADEMY OF ARBITRATORS. *Collective Bargaining and the Arbitrator's Role; Proceedings of the Fifteenth Annual Meeting, Pittsburgh, Penn., January 24-26, 1962.* Edited by Mark L. Kahn. Washington, BNA inc., 1962. Pp. 293.

Partial Contents: Collective Bargaining and the Arbitrator. Neutral Consultants in Collective Bargaining. Gamesmanship in Labor Arbitration. Employee Job Rights versus Employer Job Control: the Arbitrator's Choice. The Development of Qualified New Arbitrators: Workshop. Collective Bargaining and the Public Interest.

Civil Service

14. ALBERTA. PUBLIC SERVICE COMMISSIONER. *Annual Report for the Year ended December 31st, 1961.* Edmonton, Queen's Printer, 1962. Pp. 17.

15. CIVIL SERVICE ASSOCIATION OF CANADA. *Proceedings, Third Biennial Convention, Vancouver, 1962.* Ottawa, 1962. Pp. 131.

16. NEW BRUNSWICK. CIVIL SERVICE COMMISSION. *Eighteenth Annual Report for the Fiscal Year ending March 31, 1962.* [Fredericton? 1962?] Pp. 40.

Collective Bargaining

17. CARPENTER, WALTER HULL. *Small Business and Pattern Bargaining*, by Walter H. Carpenter, Jr. and Edward Handler. Prepared by the Board of Research, Babson Institute of Business Administration, under the Small Business Administration Management Research Grant Program. Babson Park, Mass., Babson Institute Press, 1961. Pp. 243.

Studies "the extent to which the terms or patterns set by large unions and large companies permeate to small firms in the rubber tire and meat packing industries". These contract issues are examined: wage increments, wage levels, direct money fringes, deferred payment fringes, incentive systems, work-load practices, and seniority provisions.

18. QUINET, FELIX. *Etude de conventions collectives en vigueur dans l'industrie manufacturière du Canada (1962).* Exposé présenté . . . à l'occasion du 30ème Congrès annuel de l'Association canadienne-française pour l'avancement des sciences, Université de Montréal, le 3 novembre 1962. [Ottawa? 1962?] Pp. 9, 4.

Library also has English version: *Study of Collective Agreements Effective in Canadian Manufacturing Industries in 1962; Remarks made . . . at the 30th Annual Convention of the French Canadian Association for the Advancement of Science, University of Montreal, November 3, 1962.* Pp. 9, 4.

Economic Conditions

19. REGIONAL ECONOMIC STABILIZATION CONFERENCE, ATLANTA, GA., 1961. [*Proceedings*] Thomasville, Ga., Executive Office of the President, Office of Emergency Planning, Region 3 [1962] Pp. 48. (Conference held December 5-6, 1961).

20. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. *Multilateral Economic Co-operation in Latin America. Vol. 1. Text and Documents.* New York, United Nations, Dept. of Economic and Social Affairs, 1962. Pp. 165.

Contains information on Central American economic integration and on the Latin American Free Trade Association and also contains some documents and studies on payments and credit, on customs policy, and on trade policy in Latin American countries.

Education, Vocational

21. CANADA. DEPARTMENT OF LABOUR. *An Analysis of the Painting and Decorating Trade.* Prepared by a National Committee appointed by the Department of Labour. Ottawa, Queen's Printer, 1959. Pp. 36.

Contains a list of operations and an analysis of the knowledge required for each operation, in the painting and decorating trade.

22. CANADA. DEPARTMENT OF LABOUR. *An Analysis of the Toolmaking Trade.* Prepared by a National Committee appointed

by the Department of Labour. Ottawa, Queen's Printer, 1960. Pp. 125.

Contains a list of operations performed in the toolmaking trade and a list of factors to know about each operation.

Employment Management

23. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Prevalence of Bonus Plans in Manufacturing*, by George Torrence. New York, 1962. Pp. 56.

A survey of the prevalence and characteristics of extra-compensation (bonus) plans for management, professional-technical, and sales personnel in manufacturing. Based on information obtained from 405 companies.

24. TRICE, HARRISON M. *Effective Hiring in Small Business Organizations*, by Harrison M. Trice and William J. Wasmuth. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1962. Pp. 50.

Suggests ways of hiring and retaining satisfactory employees.

25. U.S. BUREAU OF LABOR STATISTICS. *Paid Leave Provisions in Major Contracts, 1961: Vacations, Holidays, Jury Duty, Funeral Leave*. Washington, GPO, 1962. Pp. 35.

Based on a study of approximately 1,700 agreements covering about 7.4 million workers.

Industrial Relations

26. CATHOLIC SOCIAL LIFE CONFERENCE. ENGLISH SECTION. *Industrial Relations Seventy Years after Rerum Novarum; Addresses from the Four Regional Conferences held at Antigonish, Windsor, Saskatoon and Victoria, during August and September, 1962*. Ottawa, Canadian Catholic Conference, Social Action Department (English Section) [1962?] Pp. 191.

Partial Contents: Unions and Industrial Relations. Government and Industrial Relations. How Much Government? How Much Initiative? Agriculture and Industrial Relations. Education and Industrial Relations. Women at Work.

27. SCHMIDT, FOLKE FREDRIK. *The Law of Labour Relations in Sweden*. Cambridge, Harvard University Press, 1962. Pp. 343.

Contents: Introduction to the Law of Labour Relations, History and System. Organization and Jurisdiction of the Labour Court. The Definition of an Employee. The Organizations of the Labour Market. The Collective Agreement. The Right of Association. Negotiation and Mediation. Industrial Warfare [Strikes, boycotts, etc.]. The Liability for Unlawful Actions.

28. U.S. MISSILE SITES LABOR COMMISSION. *A Report to the President of the United States*. Washington, GPO, 1962. 1 volume (unpaged).

The Missile Sites Labor Commissions was set up in 1961 "to assure uninterrupted and economical work at all [U.S.] missile and space sites." The Commission was successful in cutting down the man-days lost due to labour disputes, and in reducing and controlling costs at missile and space sites.

Industry

29. CANADA. DEFENCE RESEARCH BOARD. *Report to the National Productivity Council on the Canadian Electronic Industry and the Future Prospects for Research and Development*, by D. Alton Grant. Ottawa, 1962. Pp. 43.

30. U.S. BUREAU OF LABOR STATISTICS. *Impact of Technological Change and Automation in the Pulp and Paper Industry*. Washington, GPO, 1962. Pp. 92.

"This survey covers the nature, status, and outlook of some important technological innovations and some implications for trends in productivity, production, employment, occupational requirements, and industrial relations practices in the pulp and paper industry."

Labour Organization

31. AMERICAN BAKERY AND CONFECTIONERY WORKERS' INTERNATIONAL UNION. *Proceedings of the First Constitutional Convention, Atlantic City, N.J., September 8-12 inclusive, 1958*. Washington [1958?] Pp. 401.

This union was formed and chartered on December 12, 1957. It was set up by the AFL-CIO after the Bakery and Confectionery Workers' International Union of America was expelled from the AFL-CIO in 1957. The ABCWIU held its second convention in 1962.

32. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. ASIAN REGIONAL ORGANIZATION. *ICFTU-ARO*. [3rd ed. New Delhi, A. Solomon, 1962] Pp. 38.

33. INTERNATIONAL LADIES' GARMENT WORKERS' UNION. LOCAL 262, MONTREAL. *Les (The) minidettes, 1937-1962*. Montreal, Montreal Joint Board, LGWU, 1962. Pp. 123. (Text in French and English).

The story of the Montreal Dressmakers' Union, ILGWU, from the clothing strikes in Montreal in 1937 until today.

34. MCCARTHY, WILLIAM. *The Future of the Unions*. London, Fabian Society, 1962. Pp. 36.

The author discusses, and makes suggestions about, four problems which he considers are facing the British trade union movement: 1. the rate of membership growth; 2. the low level of membership communication and control; 3. bargaining priorities (that is, bargaining for something other than higher pay, such as for a reduction in maximum hours and a raise in minimum wages); and 4. trade union relations with government and public.

35. MARCHAND, JEAN. *Rapport moral du président général de la Confédération des Syndicats Nationaux, congrès 1962, Montréal, 14 octobre 1962*. Quebec, 1962. Pp. 56.

French and English, the latter inverted and with special title page.

Title in English: Moral report of the National President of the CNTU, 1962 convention.

Contains comments on economic goals of labour and on political activities of the union.

Labouring Classes

36. FESHBACH, MURRAY. *The Soviet Statistical System: Labor Force Recordkeeping and Reporting*. Washington, GPO, 1960. Pp. 151.

"Deals with the structure and operations of Soviet statistical agencies concerned with collecting labor force data."

37. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *A Discography (LP) of American Labor Union Songs* [by] Archie Green. Urbana, 1962. Pp. 8.

38. INTERNATIONAL CHEMICAL WORKERS UNION. RESEARCH AND EDUCATION DEPARTMENT. *Handbook for Stewards*. [Toronto] 1962. Pp. 59.

Describes the duties and responsibilities of a shop steward.

39. OPEN DOOR INTERNATIONAL FOR THE ECONOMIC EMANCIPATION OF THE WOMAN WORKER. *Report of the 11th Conference held in Helsinki, June 7th-11th, 1960*. Brussels, 1960. Pp. 114.

40. PROCHAZKA, ZORA. *The Labor Force of Bulgaria*. Washington, GPO, 1962. Pp. 38.

41. U.S. BUREAU OF LABOR STATISTICS. *Labor Requirements for Hospital Construction*. Washington, GPO, 1962. Pp. 46.

"This study was designed to develop estimates of man-hour requirements associated with the construction of . . . general hospitals."

Organization for Economic Cooperation and Development

42. INTERNATIONAL TRADE UNION SEMINAR ON INTERNATIONAL TRADE AND IMPROVEMENT OF LABOUR CONDITIONS, PARIS, 1961. *Final Report*, by the Division for Social Affairs of OECD. Paris, Organization for Economic Cooperation and Development, 1962. Pp. 316. (Seminar held November 14-17, 1961).

About 50 trade unionists from OECD countries attended the seminar. As well as a report of the discussions at the seminar, there are three studies dealing with trends in international trade and the factors which influence it. There are also five case studies illustrating the position in countries where there is competition between high- and low-wage countries in the following industries: clothing, textiles, optical instruments, small electrical equipment, and aluminium.

43. INTERNATIONAL TRADE UNION SEMINAR ON METHODS OF DETERMINING ALLOWED TIMES IN PIECE WORK, BAD KREUZNACH, GERMANY, 1961. *Final Report*, by Reimar Birkwald and Hans Pornschlegel. Paris, Organization for Economic Cooperation and Development, 1962. Pp. 116.

Seminar organized by the Federation of German Trade Unions (DGB) with the technical assistance of OECD, and held November 7th to 10th, 1961.

Thirty-nine union representatives from nine European countries attended the seminar. "Allowed times" is defined as "the times determined from the execution of jobs on the basis of time-study and a given concept of 'normal' performance."

44. INTERNATIONAL TRADE UNION SEMINAR ON PRODUCTIVITY MEASUREMENT, RATTVIK, SWEDEN, 1961. *Final Report*, by the Division for Social Affairs of the OECD. Paris, Organization for Economic Cooperation and Development, 1962. Pp. 209. (Seminar held May 23-26, 1961).

The subject of this seminar was the potentialities of productivity measurement and its value to unions. Eight case studies are included.

45. INTERNATIONAL TRADE UNION STUDY SESSION ON BONUS SCHEMES, INNSBRUCK, AUSTRIA, 1961. *Final Report*, by the Austrian Federation of Trade Unions, with the technical assistance of the Division for Social Affairs of the OECD. Paris, Organization for Economic Cooperation and Development, 1962. Pp. 45, 7. (Study session held October 10th to 13th, 1961).

Participants at this Study Session represented 7 European countries. The purpose of the seminar was to define methods of establishing bonus systems; to discuss reasons for their introduction; and to attempt to formulate a common policy in the various European countries on the problems of bonus systems.

Unemployment

46. CANADA. BUREAU OF STATISTICS. *Twentieth Annual Report on Benefit Periods established and terminated under the Unemployment Insurance Act, Calendar Year, 1961*. Compiled from material supplied by the Unemployment Insurance Commission. Ottawa, Queen's Printer, 1962. Pp. 112.

47. GOODMAN, GEOFFREY. *Redundancy in the Affluent Society*. London, Fabian Society, 1962. Pp. 37.

Discusses unemployment, which may be seasonal or permanent, and suggests some ways of dealing with the unemployed worker.

48. INTERNATIONAL LABOUR OFFICE. *Unemployment and Structural Change*. Geneva, 1962. Pp. 206.

Partial Contents: The Pattern of Structural Changes. Labour Adjustments associated with Technical Change. The Process of Contraction. The Incidence of Structural Labour Adjustments. Redundancy Procedures. Measures to combat Regional Unemployment. Measures directly affecting Displaced Workers.

49. U.S. BUREAU OF EMPLOYMENT SECURITY. *Family Characteristics of the Long-term Unemployed; a Report on a Study of Claimants under the Temporary Extended Unemployment Compensation Program, 1961-1962*. Part 3. Washington, GPO, 1962. Pp. 172.

Information is presented in tables describing the 25 basic aspects of Temporary Extended Unemployment Compensation claimant characteristics.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED APRIL 20, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,559	581	1,841	2,405	1,131	601
Men.....	4,793	444	1,358	1,720	829	442
Women.....	1,766	137	483	685	302	159
14-19 years.....	571	59	180	183	104	45
20-24 years.....	828	87	277	264	136	64
25-44 years.....	2,963	244	841	1,107	496	275
45-64 years.....	1,991	173	497	769	354	198
65 years and over.....	206	18	46	82	41	19
Employed.....	6,097	499	1,659	2,297	1,081	561
Men.....	4,390	368	1,194	1,632	786	410
Women.....	1,707	131	465	665	295	151
Agriculture.....	610	31	116	164	282	17
Non-agriculture.....	5,487	468	1,543	2,133	799	544
Paid Workers.....	4,983	412	1,397	1,969	723	482
Men.....	3,445	293	970	1,358	477	347
Women.....	1,538	119	427	611	246	135
Unemployed.....	462	82	182	108	50	40
Men.....	403	76	164	88	43	32
Women.....	59	*	18	20	*	*
Persons not in the Labour Force.....	5,848	674	1,726	1,919	983	546
Men.....	1,370	181	401	411	240	137
Women.....	4,478	493	1,325	1,508	743	409

* Less than 10,000.

**TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED APRIL 20, 1963,
CANADA**

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over ⁽¹⁾ . . .	12,407	1,888	3,570	1,002	3,690	923	1,334
Labour force	6,559	571	3,446	851	849	636	206
Employed	6,097	493	3,227	736	827	618	196
Unemployed	462	78	219	115	22	18	10
Not in labour force	5,848	1,317	124	151	2,841	287	1,128
Participation rate ⁽²⁾							
1963, April 20	52.9	30.2	96.5	84.9	23.0	68.9	15.4
March 23	52.6	29.7	96.1	84.9	22.9	68.8	15.1
Unemployment rate ⁽³⁾							
1963, April 20	7.0	13.7	6.4	13.5	2.6	2.8	4.9
March 23	8.4	14.8	8.0	16.3	2.8	3.0	6.0

⁽¹⁾ Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

⁽²⁾ The labour force as a percentage of the population 14 years of age and over.

⁽³⁾ The unemployed as a percentage of the labour force.

TABLE A-3—UNEMPLOYED, WEEK ENDED APRIL 20, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	April 1963	March 1963	April 1962
Total unemployed.....	462	549	485
On temporary layoff up to 30 days.....	22	38	28
Without work and seeking work.....	440	511	457
Seeking full-time work.....	421	494	440
Seeking part-time work.....	19	17	17
Seeking under 1 month.....	68	92	71
Seeking 1-3 months.....	140	190	145
Seeking 4-6 months.....	156	161	154
Seeking more than 6 months.....	76	68	87

TABLE A-4—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Service	Agriculture	Fishing, Trapping Logging and Mining	Manufacturing and Mechanical and Construction	Labourers	Others	Total Workers
1957 Total.....	17,256	16,829	5,254	6,559	17,574	10,838	2,693	54,376	19,471	661	151,511
1958 Total.....	8,497	6,745	1,229	2,229	11,501	5,071	513	17,476	9,388	429	63,078
1959 Total.....	7,784	5,459	999	2,107	9,740	4,965	371	12,792	8,940	394	53,551
1960 Total.....	8,261	5,860	1,223	2,152	8,763	5,321	667	13,551	7,482	293	53,573
1961 Total.....	7,592	4,232	574	1,241	6,557	2,341	155	8,076	3,982	59	34,809
1962 Total.....	9,311	4,898	489	1,214	5,853	1,923	178	9,685	3,145	52	36,748

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ⁽¹⁾						Totals ⁽²⁾
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ⁽²⁾	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Government)	Supple- men- tary Labour income	
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total*....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total*....	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total*....	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total*....	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
February*....	45.9	461.0	152.0	68.2	254.2	90.8	688.4	1,468.7	209.8	1,595.0
March*....	46.4	466.2	150.3	.....	.....	.....	.....	.....	.....	1,613.8
April*....	45.8	474.2	153.5	.....	.....	.....	.....	.....	.....	1,639.0
May*....	47.7	487.0	160.2	65.7	332.2	94.6	718.0	1,534.6	216.0	1,703.0
June*....	49.0	497.6	161.5	.....	.....	.....	.....	.....	.....	1,753.3
July*....	49.4	490.4	165.6	.....	.....	.....	.....	.....	.....	1,738.0
August*....	49.1	496.1	166.8	85.8	403.5	99.6	726.5	1,518.9	220.1	1,753.5
September*....	48.5	503.9	164.3	.....	.....	.....	.....	.....	.....	1,780.5
October*....	47.9	498.8	165.2	.....	.....	.....	.....	.....	.....	1,764.8
November*....	47.6	495.2	162.0	86.1	336.0	99.5	750.6	1,556.8	221.4	1,743.0
December*....	46.6	481.5	157.1	.....	.....	.....	.....	.....	.....	1,692.5
1963—										
January*....	47.5	484.4	157.7	.....	.....	.....	.....	.....	.....	1,699.4
February†....	47.7	488.0	157.5	.....	.....	.....	.....	.....	.....	1,698.6
Seasonally Adjusted										
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total*....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total*....	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total*....	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total*....	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
February*....	46.7	472.2	158.8	77.4	325.1	93.3	706.9	1,480.8	212.8	1,659.9
March*....	47.0	475.0	158.8	.....	.....	.....	.....	.....	.....	1,675.2
April*....	47.7	479.7	158.6	.....	.....	.....	.....	.....	.....	1,680.3
May*....	47.7	483.1	159.4	75.2	333.4	94.8	718.3	1,507.4	215.7	1,691.7
June*....	48.0	484.3	156.7	.....	.....	.....	.....	.....	.....	1,694.6
July*....	48.4	486.4	158.1	.....	.....	.....	.....	.....	.....	1,703.6
August*....	48.1	487.3	159.7	79.3	332.5	97.0	724.9	1,532.4	218.2	1,709.2
September*....	47.8	489.8	159.0	.....	.....	.....	.....	.....	.....	1,712.8
October*....	47.6	491.5	161.9	.....	.....	.....	.....	.....	.....	1,722.8
November*....	47.4	494.3	160.6	74.0	334.8	99.4	733.6	1,558.6	220.4	1,728.7
December*....	46.8	494.3	160.4	.....	.....	.....	.....	.....	.....	1,730.1
1963—										
January*....	48.1	499.5	164.4	.....	.....	.....	.....	.....	.....	1,771.4
February†....	48.5	499.9	164.4	.....	.....	.....	.....	.....	.....	1,767.7

⁽¹⁾ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

⁽²⁾ Includes post office wages and salaries.

⁽³⁾ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

* Revised.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at February 1963 employees in the principal non-agricultural industries reported a total employment of 2,799,702. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

Source: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite ⁽¹⁾			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
Averages						
1957.....	122.6	158.1	67.93	115.8	159.1	69.94
1958.....	117.9	163.9	70.43	109.8	165.3	72.67
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	177.8	78.19
1961.....	118.1	181.8	78.11	108.9	183.6	80.73
1962—						
February.....	114.7	186.7	80.21	108.9	188.2	82.74
March.....	115.2	187.2	80.41	109.6	189.3	83.23
April.....	116.7	186.7	80.21	110.4	189.0	83.11
May.....	121.3	188.1	80.79	113.7	190.4	83.72
June.....	125.0	188.7	81.05	116.4	190.4	83.72
July.....	125.8	188.3	80.90	115.5	189.1	83.13
August.....	127.0	188.1	80.80	117.6	187.9	82.62
September.....	126.5	189.5	81.40	117.6	190.8	83.91
October.....	125.4	189.9	81.57	115.9	191.8	84.34
November.....	124.3	189.8	81.53	114.7	192.3	84.55
December.....	120.2	182.6	78.45	110.9	183.6	80.71
1963—						
January*.....	117.8	190.6	81.90	111.6	193.5	85.09
February†.....	117.3	192.7	82.77	112.1	194.1	85.34

⁽¹⁾Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Feb. 1963	Jan. 1963	Feb. 1962	Feb. 1963	Jan. 1963	Feb. 1962
				\$	\$	\$
Provinces						
Newfoundland.....	114.1	119.0	116.8	74.28	73.46	72.86
Prince Edward Island.....	103.6	106.2	106.2	63.51	62.03	60.74
Nova Scotia.....	89.2	90.1	88.6	68.84	68.56	65.16
New Brunswick.....	98.8	100.0	99.8	70.05	67.80	67.78
Quebec.....	116.5	117.4	115.2	80.04	79.19	77.68
Ontario.....	121.0	121.1	117.1	85.60	85.19	82.96
Manitoba.....	105.3	106.1	104.8	76.69	75.44	75.03
Saskatchewan.....	113.9	113.8	112.1	78.76	77.50	75.78
Alberta (including Northwest Territories).....	151.9	152.3	147.6	84.61	83.11	82.30
British Columbia (including Yukon).....	112.0	111.7	108.1	90.40	88.49	87.62
Canada.....	117.3	117.8	114.7	82.77	81.91	80.21
Urban areas						
St. John's.....	135.2	138.6	126.3	62.72	61.24	60.10
Sydney.....	78.3	78.6	71.6	82.03	82.78	76.03
Halifax.....	124.8	125.5	124.7	69.76	69.78	66.87
Moncton.....	97.1	98.9	100.9	62.95	63.45	61.77
Saint John.....	118.5	115.5	117.2	69.00	68.38	66.15
Chicoutimi—Jonquiere.....	101.4	102.6	99.8	98.98	99.37	96.86
Quebec.....	117.8	117.4	112.4	71.37	70.91	67.67
Sherbrooke.....	108.4	109.3	104.0	69.44	69.98	66.97
Shawinigan.....	92.7	79.9	99.3	91.15	88.05	86.99
Three Rivers.....	109.9	110.7	107.3	74.15	73.78	72.87
Drummondville.....	82.8	82.3	80.3	67.55	67.42	63.99
Montreal.....	123.8	123.9	122.8	81.42	81.08	79.23
Ottawa—Hull.....	128.7	129.9	126.2	76.62	75.96	74.85
Kingston.....	114.7	115.0	111.6	80.82	80.24	76.58
Peterborough.....	94.4	93.7	91.5	92.14	91.39	88.99
Oshawa.....	196.3	198.4	179.8	99.20	105.53	101.30
Toronto.....	136.3	136.5	131.8	86.00	85.56	83.14
Hamilton.....	112.4	112.9	108.3	90.84	90.77	89.05
St. Catharines.....	110.0	110.2	107.5	96.24	95.98	91.52
Niagara Falls.....	92.8	92.9	90.5	85.72	85.08	84.56
Brantford.....	85.4	85.0	77.6	81.71	78.71	74.49
Guelph.....	127.1	125.9	117.7	76.34	74.92	74.20
Galt.....	116.4	116.7	108.6	74.90	75.30	72.19
Kitchener.....	133.1	133.3	122.6	76.64	76.61	74.21
Sudbury.....	124.5	125.4	142.2	93.07	92.34	92.23
Timmins.....	86.7	87.0	87.1	74.99	75.09	73.19
London.....	134.7	135.0	130.8	77.95	76.93	75.42
Sarnia.....	125.2	125.7	124.5	106.13	107.06	103.93
Windsor.....	73.2	73.2	64.0	90.52	91.06	88.03
Sault Ste. Marie.....	140.0	137.0	135.8	105.15	105.42	99.61
Fort William—Port Arthur.....	97.3	98.1	95.6	82.50	81.36	79.34
Winnipeg.....	107.6	108.3	105.4	73.14	72.36	71.55
Regina.....	132.3	132.0	127.6	77.61	76.64	75.55
Saskatoon.....	128.5	128.2	127.3	72.13	71.56	70.55
Edmonton.....	194.5	195.1	187.6	79.00	77.42	76.24
Calgary.....	172.5	173.1	169.6	82.22	80.59	79.91
Vancouver.....	112.6	112.2	107.9	85.17	87.21	85.71
Victoria.....	114.4	115.0	109.4	82.59	81.64	80.03

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Feb. 1963	Jan. 1963	Feb. 1962	Feb. 1963	Jan. 1963	Feb. 1962
				\$	\$	\$
Mining	112.5	112.7	113.7	102.61	102.22	98.65
Metal mining.....	126.2	126.4	127.3	101.85	101.52	98.91
Gold.....	66.6	66.8	68.3	83.50	83.84	81.23
Other metal.....	181.7	181.9	182.0	108.11	107.56	105.08
Fuels.....	86.5	86.8	88.4	109.76	109.74	103.23
Coal.....	39.5	39.9	39.6	80.32	83.01	72.58
Oil and natural gas.....	278.3	278.0	297.5	126.81	125.39	120.70
Non-metal.....	126.9	127.1	126.4	91.68	90.26	88.18
Manufacturing	112.1	111.6	108.9	85.34	85.12	82.74
Durable goods.....	117.5	117.0	112.0	91.91	91.85	89.23
Non-durable goods.....	107.6	107.0	106.3	79.35	78.97	77.01
Food and Beverages.....	104.5	105.0	103.9	75.87	75.47	73.45
Meat products.....	127.0	128.4	127.9	83.23	83.01	81.13
Canned and preserved fruits and vegetables.....	82.0	83.5	77.6	68.24	67.31	69.75
Grain mill products.....	95.5	95.6	97.3	83.75	82.87	79.22
Bread and other bakery products.....	108.7	108.7	107.9	69.83	70.24	67.71
Distilled and malt liquors.....	90.7	88.1	91.5	105.09	105.71	99.68
Tobacco and tobacco products.....	116.8	109.6	114.1	77.35	75.08	72.20
Rubber products.....	107.6	107.5	100.8	89.07	88.50	85.82
Leather products.....	90.6	90.1	90.9	57.60	58.56	56.75
Boots and shoes (except rubber).....	97.8	97.3	98.7	55.79	56.86	54.59
Other leather products.....	77.5	77.1	76.8	61.73	62.45	61.75
Textile products (except clothing).....	82.6	82.3	80.6	67.76	67.84	65.75
Cotton yarn and broad woven goods.....	72.2	72.9	74.9	64.17	63.08	63.48
Woolen goods.....	62.4	62.1	59.6	62.67	63.08	61.19
Synthetic textiles and silk.....	94.3	93.8	89.3	74.83	74.95	71.03
Clothing (textile and fur).....	94.7	93.6	93.0	54.12	53.36	52.30
Men's clothing.....	98.6	98.0	94.8	53.04	51.99	51.09
Women's clothing.....	104.9	102.3	103.7	56.12	55.18	54.53
Knit goods.....	72.9	72.4	73.4	53.07	52.95	51.56
Wood products.....	105.0	104.4	101.8	74.75	72.82	71.22
Saw and planing mills.....	107.4	106.2	103.1	77.74	74.85	73.56
Furniture.....	114.6	115.2	110.9	70.72	70.75	68.45
Other wood products.....	74.3	74.4	77.8	65.13	64.45	63.51
Paper products.....	121.6	122.3	120.7	93.85	98.00	96.52
Pulp and paper mills.....	121.0	122.0	120.3	106.23	105.66	104.43
Other paper products.....	122.9	122.9	121.6	79.77	79.79	78.09
Printing, publishing and allied industries.....	124.5	124.2	125.1	93.04	91.94	89.54
Iron and steel products.....	110.8	110.2	103.4	96.98	96.59	93.74
Agricultural implements.....	71.2	69.7	62.1	105.50	105.22	97.80
Fabricated and structural steel.....	143.1	146.9	147.3	98.13	96.02	94.06
Hardware and tools.....	111.9	110.6	102.9	85.64	85.26	82.54
Heating and cooking appliances.....	102.7	103.5	97.6	84.10	83.15	80.20
Iron castings.....	96.2	95.4	90.3	92.61	91.33	90.35
Machinery, industrial.....	131.1	130.9	119.8	93.64	92.64	89.80
Primary iron and steel.....	125.6	123.9	117.3	110.64	111.40	107.90
Sheet metal products.....	111.7	111.1	104.0	93.04	92.61	90.79
Wire and wire products.....	112.9	112.0	109.7	94.61	96.20	93.31
Transportation equipment.....	114.5	114.3	108.7	98.41	99.82	95.68
Aircraft and parts.....	229.3	231.5	265.5	101.54	100.68	97.32
Motor vehicles.....	123.4	121.3	99.6	111.82	118.23	112.98
Motor vehicle parts and accessories.....	126.0	125.4	108.7	96.35	98.33	92.99
Railroad and rolling stock equipment.....	52.2	53.7	55.3	88.11	85.52	84.95
Shipbuilding and repairing.....	151.8	150.1	139.7	88.18	88.36	86.04
Non-ferrous metal products.....	120.8	120.6	122.5	95.77	95.83	93.37
Aluminum products.....	134.0	133.4	132.0	93.80	92.83	91.09
Brass and copper products.....	103.2	102.6	102.8	92.05	91.93	89.03
Smelting and refining.....	130.5	131.0	137.4	104.76	105.04	102.03
Electrical apparatus and supplies.....	152.3	150.7	142.1	90.13	90.49	89.57
Heavy electrical machinery.....	114.1	113.5	102.5	97.23	97.68	96.34
Telecommunication equipment.....	280.3	275.4	257.9	85.69	86.79	87.70
Non-metallic mineral products.....	136.7	137.6	134.5	88.78	88.91	87.07
Clay products.....	77.5	80.4	79.6	82.37	82.40	77.87
Glass and glass products.....	164.8	164.6	161.5	87.52	88.09	84.18
Products of petroleum and coal.....	132.2	132.4	137.6	125.00	125.03	118.54
Petroleum refining and products.....	134.8	135.2	141.2	125.88	125.87	120.17
Chemical products.....	132.7	128.1	131.8	100.61	100.77	97.48
Medicinal and pharmaceutical preparations.....	122.2	122.1	122.6	89.44	88.44	85.33
Acids, alkalis and salts.....	154.2	136.6	153.8	110.98	113.83	108.39
Other chemical products.....	130.3	127.5	129.9	99.83	100.25	97.41
Miscellaneous manufacturing industries.....	145.1	144.3	139.1	75.56	75.14	73.26
Construction	100.8	103.3	100.1	89.53	87.53	85.93
Building and general engineering.....	101.5	102.8	100.0	95.19	93.57	91.49
Highways, bridges and streets.....	99.7	104.0	100.5	80.03	77.70	76.66
Electric and motor transportation.....	139.2	139.6	135.9	86.72	86.00	84.63
Service	153.3	152.7	147.7	59.01	58.44	57.18
Hotels and restaurants.....	131.3	130.3	126.1	45.17	44.45	43.73
Laundries and dry cleaning plants.....	131.0	131.7	123.5	50.65	50.65	48.99
Industrial composite	117.3	117.8	114.7	82.77	81.91	80.21

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	February 1963	January 1963	February 1962	February 1963	January 1963	February 1962
Newfoundland.....	36.0	37.9	39.5	\$ 1.77	\$ 1.79	\$ 1.75
Nova Scotia.....	39.9	40.1	39.1	1.70	1.69	1.65
New Brunswick.....	40.7	40.6	41.6	1.69	1.65	1.68
Quebec.....	41.5	41.6	41.9	1.72	1.71	1.67
Ontario.....	40.8	40.9	40.6	2.02	2.03	2.96
Manitoba.....	39.9	39.6	39.6	1.78	1.77	1.75
Saskatchewan.....	38.3	37.6	38.4	2.05	2.05	2.00
Alberta (includes Northwest Territories)	39.9	39.2	39.7	2.01	2.00	1.98
British Columbia (includes Yukon Territory).....	38.6	37.7	38.1	2.35	2.34	2.26

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings, DBS*

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Feb. 1963	Jan. 1963	Feb. 1962	Feb. 1963	Jan. 1963	Feb. 1962	Feb. 1963	Jan. 1963	Feb. 1962
	No.	No.	No.	\$	\$	\$	\$	\$	\$
Mining.....	42.3	42.6	41.9	2.23	2.21	2.17	94.47	94.16	90.82
Metal mining.....	42.1	42.5	42.1	2.28	2.25	2.22	96.06	95.84	93.50
Gold.....	42.9	43.8	42.9	1.80	1.77	1.76	77.28	77.61	75.56
Other metal.....	41.8	42.0	41.8	2.46	2.44	2.39	102.98	102.59	100.20
Fuels.....	43.4	44.1	41.5	2.16	2.14	2.10	93.75	94.19	87.19
Coal.....	42.4	44.2	38.8	1.85	1.85	1.82	78.63	81.84	70.58
Oil and natural gas.....	44.7	44.0	44.6	2.56	2.52	2.40	114.26	110.81	106.94
Non-metal.....	41.8	43.1	41.5	2.10	2.09	2.01	87.97	86.31	83.47
Manufacturing.....	40.7	40.7	40.8	1.93	1.92	1.86	78.44	78.26	75.99
Durable goods.....	41.2	41.2	41.1	2.09	2.09	2.03	85.92	86.01	83.30
Non-durable goods.....	40.3	40.2	40.4	1.77	1.76	1.71	71.22	70.78	69.21
Food and beverages.....	39.7	39.7	39.1	1.97	1.97	1.87	68.44	67.95	66.39
Meat products.....	39.4	39.5	39.3	1.46	1.45	1.47	58.09	57.07	55.69
Canned and preserved fruits and vegetables.....	39.9	39.3	39.9	1.46	1.45	1.47	58.09	57.07	55.69
Grain mill products.....	41.3	40.5	41.4	1.84	1.84	1.81	75.99	74.44	74.82
Bread and other bakery products.....	40.5	40.9	40.9	1.59	1.58	1.51	64.25	64.53	61.55
Distilled liquors.....	40.1	40.2	39.1	2.27	2.28	2.12	90.97	91.68	83.13
Malt liquors.....	39.0	39.1	39.0	2.45	2.45	2.37	95.56	95.65	92.38
Tobacco and tobacco products.....	41.7	40.1	40.3	1.73	1.73	1.67	72.13	69.43	67.15
Rubber products.....	42.2	42.2	41.7	1.97	1.97	1.93	83.09	82.96	80.30
Leather products.....	40.9	41.3	41.7	1.30	1.31	1.26	53.22	53.94	52.57
Boots and shoes (except rubber).....	41.1	41.4	41.8	1.25	1.26	1.21	51.57	52.10	50.56
Other leather products.....	40.5	41.1	41.6	1.41	1.42	1.38	57.09	58.22	57.35
Textile products (except clothing).....	42.1	42.3	42.3	1.46	1.45	1.40	61.25	61.18	59.34
Cotton yarn and broad woven goods.....	40.2	40.0	41.5	1.49	1.46	1.43	59.74	58.53	59.50
Woolen goods.....	42.5	42.9	43.1	1.34	1.34	1.30	56.96	57.38	56.16
Synthetic textiles and silk.....	43.8	44.0	43.3	1.55	1.54	1.47	67.85	67.88	63.73
Clothing (textile and fur).....	39.0	38.7	39.0	1.26	1.25	1.21	49.27	48.45	47.31
Men's clothing.....	39.3	38.7	39.0	1.25	1.24	1.21	49.02	48.06	46.99
Women's clothing.....	37.3	37.1	37.8	1.37	1.35	1.30	51.12	49.97	49.14
Knit goods.....	41.3	41.2	40.9	1.17	1.17	1.14	48.36	48.15	46.52
*Wood products.....	41.7	40.8	41.3	1.70	1.69	1.63	71.04	69.08	67.22
Saw and planing mills.....	41.1	39.8	40.6	1.83	1.81	1.74	75.11	72.21	70.53
Furniture.....	42.6	42.6	42.4	1.53	1.53	1.49	65.39	62.36	63.11
Other wood products.....	42.8	42.5	42.5	1.38	1.37	1.36	59.15	58.48	57.76
Paper products.....	40.5	40.5	40.9	2.26	2.25	2.21	91.51	91.24	90.36
Pulp and paper mills.....	40.5	40.4	41.0	2.45	2.44	2.39	99.11	98.56	97.87
Other paper products.....	40.4	40.7	40.7	1.77	1.76	1.74	71.50	71.80	70.68
Printing, publishing and allied industries.....	38.8	38.4	38.9	2.38	2.36	2.28	92.21	90.66	88.69
*Iron and steel products.....	41.3	41.2	40.9	2.23	2.22	2.16	92.08	91.51	88.46
Agricultural implements.....	41.3	41.8	40.3	2.35	2.36	2.24	99.53	98.47	90.19
Fabricated and structural steel.....	41.2	40.4	40.0	2.20	2.18	2.13	90.66	88.00	85.08
Hardware and tools.....	42.9	42.7	42.0	1.86	1.85	1.81	79.88	78.80	75.97
Heating and cooking appliances.....	40.3	40.0	40.7	1.90	1.88	1.83	76.41	75.39	74.46
Iron castings.....	42.0	41.6	42.2	2.12	2.11	2.05	88.97	87.57	86.57
Machinery, industrial.....	42.3	42.1	41.5	2.09	2.07	2.01	88.14	86.96	85.29
Primary iron and steel.....	40.2	40.4	40.1	2.64	2.63	2.57	105.99	106.55	102.99
Sheet metal products.....	40.9	40.9	40.7	2.13	2.12	2.10	87.11	86.59	85.66
Wire and wire products.....	41.1	41.7	41.1	2.17	2.18	2.12	89.03	90.97	87.05
*Transportation equipment.....	41.1	41.6	41.4	2.26	2.28	2.19	92.86	94.83	90.75
Aircraft and parts.....	41.8	41.7	41.8	2.21	2.19	2.15	92.33	91.48	89.75
Motor vehicles.....	42.1	44.3	44.5	2.50	2.56	2.46	105.16	113.58	109.26
Motor vehicle parts and accessories.....	41.9	42.1	41.0	2.19	2.23	2.14	91.58	93.70	87.62
Railroad and rolling stock equipment.....	40.0	39.2	39.4	2.16	2.13	2.10	86.22	83.57	82.83
Shipbuilding and repairing.....	39.4	39.7	39.7	2.19	2.19	2.12	86.27	86.97	84.29
*Non-ferrous metal products.....	40.6	40.7	40.5	2.18	2.19	2.14	88.56	88.78	86.61
Aluminum products.....	41.6	40.9	41.1	1.99	1.98	1.89	82.83	81.17	77.95
Brass and copper products.....	41.2	41.5	41.0	2.10	2.10	2.03	86.35	87.02	83.39
Smelting and refining.....	40.0	40.2	40.1	2.43	2.43	2.38	97.41	97.70	95.43
*Electrical apparatus and supplies.....	40.5	40.9	41.0	1.93	1.93	1.91	78.11	78.91	78.31
Heavy electrical machinery and equipment.....	40.7	41.2	40.5	2.15	2.15	2.11	87.60	88.67	85.54
Telecommunication equipment.....	39.8	40.1	41.2	1.72	1.73	1.77	68.34	69.50	72.90
Refrigerators, vacuum cleaners and appliances.....	40.3	40.7	40.0	2.02	2.00	1.94	81.41	81.35	77.51
Wire and cable.....	41.4	42.7	42.0	2.14	2.16	2.12	88.62	92.45	89.08
Miscellaneous electrical products.....	40.9	40.7	41.3	1.83	1.83	1.82	74.82	74.30	75.12
*Non-metallic mineral products.....	41.4	41.7	41.9	1.98	1.97	1.92	81.89	80.81	80.42
Clay products.....	41.2	41.8	41.0	1.82	1.81	1.73	75.03	75.41	70.83
Glass and glass products.....	40.9	41.2	41.1	1.98	1.99	1.91	81.14	81.93	78.27
Products of petroleum and coal.....	41.3	41.7	40.7	2.71	2.72	2.65	111.99	113.36	107.79
Petroleum refining and products.....	41.4	41.7	40.7	2.73	2.74	2.67	113.00	114.49	108.57
Chemical products.....	40.8	40.9	40.7	2.14	2.13	2.08	87.53	87.34	84.75
Medicinal and pharmaceutical preparations.....	40.1	39.8	39.4	1.68	1.67	1.60	67.28	66.24	63.20
Acids, alkalis and salts.....	41.1	41.3	40.5	2.46	2.45	2.38	101.01	101.00	96.59
Miscellaneous manufacturing industries.....	41.6	41.4	41.6	1.59	1.58	1.53	65.91	65.60	63.78
Professional and scientific equipment.....	40.8	40.9	40.7	1.92	1.91	1.84	78.43	77.93	74.59
Construction.....	40.1	39.1	40.4	2.15	2.14	2.06	86.32	83.56	83.23
Building and general engineering.....	39.3	38.6	39.2	2.34	2.32	2.25	92.11	89.66	88.45
Highways, bridges and streets.....	41.5	40.1	42.6	1.80	1.79	1.72	74.83	71.60	73.30
Electric and motor transportation.....	43.5	43.2	43.6	2.00	1.99	1.94	86.86	85.99	84.75
Service.....	37.6	37.5	35.3	1.13	1.13	1.10	42.49	42.40	42.01
Hotels and restaurants.....	37.7	37.4	38.5	1.09	1.09	1.06	41.25	40.62	40.98
Laundries and dry cleaning plants.....	39.0	39.2	39.3	1.06	1.06	1.04	41.21	41.75	41.03

*Durable manufactured goods industries.

**TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED
WAGE EARNERS IN MANUFACTURING**

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Last Pay Period in:					
1962 February.....	40.8	1.86	75.99	182.1	140.4
March.....	41.0	1.87	76.68	183.7	141.0
April.....	40.6	1.89	76.50	183.3	140.9
May.....	41.0	1.89	77.51	185.7	142.3
June.....	41.1	1.88	77.52	185.7	141.8
July.....	41.0	1.87	76.72	183.8	139.9
August.....	41.0	1.86	76.17	182.5	139.3
September.....	41.4	1.88	77.61	185.9	141.4
October.....	41.3	1.89	77.96	186.8	141.6
November.....	41.2	1.90	78.09	187.1	141.8
December*.....	37.3	1.94	72.34	173.3	131.3
1963 January*.....	40.7	1.92	78.26	187.5	141.9
February†.....	40.7	1.93	78.44	187.9	142.3

NOTE:—The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

* Revised.

† Preliminary.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 356, April 1963 issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period		Unfilled Vacancies*			Registrations for Employment		
		Male	Female	Total	Male	Female	Total
End of:							
April	1958.....	17,323	13,174	30,497	581,382	165,402	746,784
April	1959.....	16,883	16,280	33,163	498,897	161,742	660,639
April	1960.....	15,913	14,487	30,400	581,558	174,874	756,432
April	1961.....	14,098	13,802	27,900	594,904	172,884	767,788
April	1962.....	25,557	18,868	44,425	496,099	146,551	642,650
May	1962.....	22,026	20,999	43,025	329,391	126,461	455,852
June	1962.....	22,436	20,672	43,108	237,747	119,561	357,308
July	1962.....	22,872	17,895	40,767	224,452	113,407	337,859
August	1962.....	21,214	21,256	42,470	198,639	96,606	295,245
September	1962.....	20,197	20,658	40,855	188,844	97,890	286,734
October	1962.....	20,137	17,399	37,536	232,316	105,488	337,804
November	1962.....	22,077	19,204	41,281	328,801	127,955	456,756
December	1962.....	14,281	13,638	27,919	473,575	137,429	611,004
January	1963.....	13,419	12,532	25,951	579,205	163,880	743,085
February	1963.....	13,412	13,930	27,342	501,207	163,864	755,071
March	1963 ⁽¹⁾	16,085	16,459	32,544	584,889	158,307	743,196
April	1963 ⁽¹⁾	24,675	20,471	45,146	502,327	149,097	652,234

⁽¹⁾ Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1959-1962, AND DURING MONTH, MARCH 1962 - MARCH 1963

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1959 Year.....	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960 Year.....	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961 Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962 Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1962—March.....	250,908	81,800	60,933	37,064	50,161	27,365
1962—April.....	226,940	79,051	82,893	40,026	65,841	29,194
May.....	239,245	95,925	117,362	51,441	107,811	38,595
June.....	231,507	100,426	92,346	48,564	86,218	39,253
July.....	251,079	114,963	97,147	56,863	85,399	49,523
August.....	236,921	104,366	102,784	63,558	89,871	50,865
September.....	220,755	98,476	96,217	50,615	91,653	42,692
October.....	272,614	103,871	101,603	45,949	89,619	38,324
November.....	321,696	113,014	86,859	43,840	74,957	33,481
December.....	338,121	94,533	58,253	40,470	57,541	39,613
1963—January.....	331,104	111,102	56,086	35,963	46,669	28,117
February.....	211,442	75,073	47,295	31,852	39,378	23,755
March.....	⁽¹⁾ 209,852	⁽¹⁾ 73,340	54,427	35,090	42,942	24,990

⁽¹⁾ Preliminary—subject to revision.

**TABLE D-3—PLACEMENTS EFFECTED BY INDUSTRY AND BY SEX,
DURING MARCH 1963**

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from March 1962
Agriculture, Fishing, Trapping.....	1,182	879	2,061	+ 773
Forestry.....	744	18	762	- 395
Mining, Quarrying and Oil Wells.....	697	63	760	- 262
Metal Mining.....	456	9	465	- 138
Fuels.....	83	26	109	- 111
Non-Metal Mining.....	41	3	44	+ 2
Quarrying, Clay and Sand Pits.....	86	1	87	- 15
Prospecting.....	31	24	55	0
Manufacturing.....	11,997	6,442	18,439	- 2,070
Foods and Beverages.....	1,028	707	1,735	- 326
Tobacco and Tobacco Products.....	37	15	52	+ 28
Rubber Products.....	96	74	170	+ 7
Leather Products.....	191	332	523	+ 30
Textile Products (except clothing).....	453	456	909	- 87
Clothing (textile and fur).....	423	1,693	2,116	- 565
Wood Products.....	1,494	212	1,706	- 453
Paper Products.....	601	243	844	- 142
Printing, Publishing and Allied Industries.....	725	572	1,300	+ 291
Iron and Steel Products.....	2,221	373	2,594	- 483
Transportation Equipment.....	2,649	228	2,877	+ 192
Non-Ferrous Metal Products.....	356	148	504	- 40
Electrical Apparatus and Supplies.....	438	471	909	- 223
Non-Metallic Mineral Products.....	380	146	526	- 137
Products of Petroleum and Coal.....	66	8	74	- 6
Chemical Products.....	411	288	699	- 41
Miscellaneous Manufacturing Industries.....	425	476	901	- 115
Construction.....	7,617	141	7,758	- 1,913
General Contractors.....	5,028	62	5,090	- 1,319
Special Trade Contractors.....	2,589	79	2,668	- 594
Transportation, Storage and Communication.....	2,967	372	3,339	- 462
Transportation.....	2,671	187	2,858	- 283
Storage.....	211	43	254	- 180
Communication.....	85	142	227	+ 1
Public Utility Operation.....	255	47	302	- 132
Trade.....	6,600	4,104	10,704	- 2,203
Wholesale.....	2,899	1,017	3,916	- 184
Retail.....	3,701	3,087	6,788	- 2,019
Finance, Insurance and Real Estate.....	449	888	1,337	- 212
Service.....	10,434	12,036	22,470	- 2,718
Community or Public Service.....	695	1,233	1,928	- 61
Government Service.....	4,594	1,041	5,635	- 650
Recreation Service.....	309	181	490	- 10
Business Service.....	1,050	567	1,617	- 659
Personal Service.....	3,786	9,014	12,800	- 1,338
GRAND TOTAL.....	42,942	24,990	67,932	- 9,594

**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX,
AS AT MARCH 29, 1963⁽¹⁾**

(Source: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional & Managerial Workers.....	10,996	2,146	13,142
Clerical Workers.....	22,757	50,225	72,982
Sales Workers.....	10,799	21,160	31,959
Personal & Domestic Service Workers.....	47,419	32,492	79,911
Seamen.....	4,786	103	4,889
Agriculture, Fishing, Forestry (Ex. log.).....	8,877	1,146	10,023
Skilled and Semi-Skilled Workers.....	276,801	18,827	295,628
Food and kindred products (incl. tobacco).....	2,377	709	3,086
Textiles, clothing, etc.....	2,861	10,734	13,595
Lumber and lumber products.....	44,527	163	44,690
Pulp, paper (incl. printing).....	1,589	567	2,156
Leather and leather products.....	1,426	1,041	2,467
Stone, clay & glass products.....	947	44	991
Metalworking.....	17,779	907	18,686
Electrical.....	3,658	1,054	4,712
Transportation equipment.....	1,029	61	1,090
Mining.....	2,912	.....	2,912
Construction.....	82,762	11	82,773
Transportation (except seamen).....	56,104	142	56,246
Communications & public utility.....	1,443	2	1,445
Trade and service.....	7,533	2,072	9,605
Other skilled and semi-skilled.....	33,223	1,023	34,246
Foreman.....	6,507	290	6,797
Apprentices.....	10,124	7	10,131
Unskilled Workers.....	202,454	32,208	234,662
Food and tobacco.....	8,663	11,461	20,124
Lumber & lumber products.....	23,625	473	24,098
Metalworking.....	6,559	629	7,188
Construction.....	109,234	1	109,235
Other unskilled workers.....	54,373	19,644	74,017
GRAND TOTAL.....	584,889	158,307	743,196

(1) Preliminary—subject to revision.

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE
AREAS, AT MARCH 29, 1963**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) March 29, 1963	Previous Year March 30, 1962		(1) March 29, 1963	Previous Year March 30, 1962
Newfoundland	28,542	29,845	Quebec—Concluded		
Corner Brook.....	6,469	6,372	Sorel.....	2,318	2,322
Grand Falls.....	3,383	3,373	Thetford Mines.....	2,799	2,087
St. John's.....	18,690	20,100	Trois-Rivières.....	7,174	6,512
Prince Edward Island	5,954	5,904	Val d'Or.....	3,017	3,144
Charlottetown.....	3,731	3,800	Valleyfield.....	2,920	2,764
Summerside.....	2,223	2,104	Victoriaville.....	2,682	2,526
Nova Scotia	36,562	38,687	Ville St. Georges.....	4,936	4,874
Amherst.....	1,452	1,316	Ontario	213,933	218,403
Bridgewater.....	2,121	2,086	Arnprior.....	598	558
Halifax.....	7,543	6,191	Barrie.....	1,934	1,848
Inverness.....	1,402	1,446	Belleville.....	2,314	2,518
Kentville.....	3,946	3,558	Bracebridge.....	1,746	1,968
Liverpool.....	865	841	Brampton.....	1,563	1,510
New Glasgow.....	4,962	4,705	Brantford.....	2,902	3,425
Springhill.....	1,302	1,206	Brockville.....	822	900
Sydney.....	5,213	9,612	Carleton Place.....	512	414
Sydney Mines.....	1,939	2,070	Chatham.....	2,510	2,539
Truro.....	2,187	2,295	Cobourg.....	928	1,075
Yarmouth.....	3,630	3,361	Collingwood.....	927	970
New Brunswick	37,507	36,189	Cornwall.....	3,694	4,042
Bathurst.....	6,535	6,308	Elliot Lake.....	575	767
Campbellton.....	3,171	3,332	Fort Erie.....	704	1,059
Edmundston.....	3,028	2,956	Fort Frances.....	923	1,080
Fredericton.....	3,000	2,556	Fort William.....	3,642	3,892
Minto.....	5,575	6,440	Galt.....	1,356	1,420
Moncton ⁽²⁾	9,071	8,551	Ganaoquoque.....	433	544
Newcastle.....	3,860	3,586	Goderich.....	880	872
Newcastle.....	2,949	3,350	Guelph.....	1,785	2,083
Saint John.....	2,130	1,707	Hamilton.....	14,393	15,310
Sussex.....	998	870	Hawkesbury.....	1,213	1,253
Woodstock.....	2,390	2,333	Kapuskasing.....	1,585	1,640
Quebec	247,252	235,680	Kenora.....	1,496	1,539
Alma.....	3,440	3,605	Kingston.....	2,673	2,817
Asbestos.....	992	937	Kirkland Lake.....	1,351	2,044
Baie Comeau.....	1,586	1,338	Kitchener.....	3,125	3,219
Beauharnois.....	1,642	1,434	Leamington.....	1,085	1,192
Buckingham.....	1,890	1,779	Lindsay.....	902	914
Causapsaal.....	3,768	3,617	Listowel.....	582	601
Chandler.....	2,807	2,835	London.....	5,284	5,704
Chicoutimi.....	3,604	3,767	Long Branch.....	3,874	4,217
Cowansville.....	599	561	Midland.....	1,495	1,498
Dolbeau.....	2,793	2,890	Napanee.....	1,043	921
Drummondville.....	2,802	2,800	New Liskeard ⁽³⁾	637	.....
Farnham.....	660	734	Newmarket.....	1,895	1,734
Forestville.....	1,630	1,805	Niagara Falls.....	3,174	2,978
Gaspé.....	2,743	2,583	North Bay.....	2,693	2,578
Granby.....	2,968	2,556	Oakville.....	909	853
Hull.....	6,030	5,169	Orillia.....	1,315	1,379
Joliette.....	5,385	5,256	Oshawa.....	5,279	4,356
Jonquière.....	3,920	3,601	Ottawa.....	9,537	8,095
Lachute.....	1,293	1,139	Owen Sound.....	2,197	2,144
Lac Mégantic.....	2,193	1,915	Parry Sound.....	845	951
La Malbaie.....	3,212	3,288	Pembroke.....	2,596	2,676
La Tuque.....	1,489	1,277	Perth.....	739	845
Lévis.....	4,864	4,782	Peterborough.....	3,962	4,188
Louiseville.....	1,817	1,654	Pictou.....	582	540
Magog.....	1,033	827	Port Arthur.....	5,642	5,978
Maniwaki.....	1,966	1,942	Port Colborne.....	1,289	1,201
Matane.....	4,981	4,752	Prescott.....	1,044	1,096
Mont-Laurier.....	1,763	1,911	Renfrew.....	810	784
Montmagny.....	2,779	3,123	St. Catharines.....	4,711	5,136
Montréal.....	72,258	67,285	St. Thomas.....	1,189	1,232
New Richmond.....	2,736	2,918	Sarnia.....	2,635	3,093
Port Alfred.....	2,185	2,192	Sault Ste. Marie.....	3,481	3,138
Québec.....	16,288	16,412	Simcoe.....	1,927	1,647
Rimouski.....	6,175	6,314	Sioux Lookout.....	.....	367
Rivière du Loup.....	7,727	8,102	Smiths Falls.....	644	679
Roberval.....	2,390	2,650	Stratford.....	953	1,175
Rouyn.....	5,001	4,487	Sturgeon Falls.....	1,366	1,323
Ste. Agathe des Monts.....	1,779	1,594	Sudbury.....	6,559	5,359
Ste. Anne de Bellevue.....	1,309	1,270	Tillsonburg.....	629	536
Ste. Thérèse.....	3,061	2,547	Timmins.....	2,724	3,346
St. Hyacinthe.....	2,362	2,282	Toronto.....	51,136	51,656
St. Jean.....	2,901	2,455	Trenton.....	1,040	923
St. Jérôme.....	2,353	1,844	Walkerton.....	1,069	1,055
Sept-Iles.....	3,061	3,037	Wallaceburg.....	703	753
Shawinigan.....	6,241	6,075	Welland.....	2,205	2,423
Sherbrooke.....	6,930	6,110	Weston.....	4,267	4,202
			Windsor.....	9,408	10,435
			Woodstock.....	993	1,136

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE
AREAS, AT MARCH 29, 1963**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(a) March 29, 1963	Previous Year March 30, 1962		(a) March 29, 1963	Previous Year March 30, 1962
Manitoba	35,356	34,202	British Columbia	70,038	71,163
Brandon.....	3,189	3,212	Chilliwack.....	1,716	2,050
Dauphin.....	2,273	2,361	Courtenay.....	1,061	933
Flin Flon.....	181	237	Cranbrook.....	1,497	2,449
Portage la Prairie.....	1,574	1,645	Dawson Creek.....	1,513	1,357
The Pas.....	596	532	Duncan.....	602	718
Winnipeg ⁽⁴⁾	27,543	26,215	Kamloops.....	1,675	1,776
Saskatchewan	26,081	26,950	Kelowna.....	1,792	1,802
Estevan.....	503	624	Kitimat.....	153	199
Lloydminster.....	641	695	Mission City.....	1,143	1,279
Moose Jaw.....	1,883	2,094	Nelson.....	974	1,077
North Battleford.....	1,790	1,718	Nanaimo.....	1,193	1,537
Prince Albert.....	3,435	3,488	New Westminster.....	9,582	10,171
Regina.....	6,149	6,670	Penticton.....	1,909	1,867
Saskatoon.....	6,283	5,923	Port Alberni.....	769	718
Swift Current.....	1,182	1,399	Prince George.....	2,285	1,816
Weyburn.....	606	736	Prince Rupert.....	1,819	1,754
Yorkton.....	3,609	3,633	Princeton.....	481	681
Alberta	41,971	40,930	Quesnel.....	1,592	1,515
Blairmore.....	840	733	Trail.....	1,132	1,220
Calgary.....	13,048	11,846	Vancouver.....	29,832	28,948
Drumheller.....	807	871	Vernon.....	2,388	2,509
Edmonton.....	18,038	17,783	Victoria.....	4,291	4,107
Edson.....	650	1,115	Whitehorse.....	634	680
Grande Prairie.....	1,295	1,265	CANADA	743,196	737,983
Lethbridge.....	3,433	3,627	Males.....	584,889	579,641
Medicine Hat.....	1,733	1,764	Females.....	158,307	158,342
Red Deer.....	2,127	1,926			

(1) Preliminary subject to revision.

(2) Includes 1,328 registrations reported by the Magdalen Islands local office.

(3) Prior to May, 1962 figures included with Kirkland Lake local office.

(4) Winnipeg includes Sioux Lookout as of November 1, 1962.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 439.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

Source: Statistical Report on the Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1963—January.....	4,218,000	3,514,900	703,100*
1962—December.....	4,212,000	3,620,000	592,000*
November.....	4,094,000	3,719,800	374,200*
October.....	3,991,000	3,746,900	244,100
September.....	3,977,000	3,779,200	197,800
August.....	3,995,000	3,796,300	198,700
July.....	3,976,000	3,764,000	212,000
June.....	3,954,000	3,739,700	214,300
May.....	3,889,000	3,625,100	263,900
April.....	4,064,000	3,499,500	564,500
March.....	4,144,000	3,456,500	687,500
February.....	4,161,000	3,442,300	718,700
January.....	4,158,000	3,459,500	698,500

*By virtue of seasonal benefit class B, the claimant count during the seasonal benefit period may include a number of persons who were not represented in the insured population within the last six months. This explains, in part, unequal variations in the month-to-month movement of the employed and claimants. An additional factor stems from the fact that the number of claimants is ascertained by actual count, in local offices across Canada, whereas the employed figure is an estimate.

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY
NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE
POSTAL, FEBRUARY 28, 1963**

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)					Percent- age Postal	February 28, 1962 total claimants
		1-4	5-13	14-26	27-39	40 or more		
Canada.....	720,461	196,831	396,049	98,769	20,217	8,595	43.6	718,668
Male.....	573,127	157,186	326,417	72,127	11,983	5,414	46.9	570,314
Female.....	147,334	39,645	69,632	26,642	8,234	3,181	30.8	148,354
Newfoundland.....	40,016	5,855	29,362	4,453	206	140	83.1	38,172
Male.....	38,043	5,370	28,434	3,941	174	124	84.0	36,148
Female.....	1,973	485	928	512	32	16	65.0	2,024
Prince Edward Island.....	8,014	978	6,180	718	120	18	79.5	7,749
Male.....	6,733	746	5,285	591	105	6	81.5	6,497
Female.....	1,281	232	895	127	15	12	69.1	1,252
Nova Scotia.....	40,947	8,437	25,384	5,553	1,098	475	60.2	42,509
Male.....	34,916	6,992	22,344	4,444	745	391	62.6	37,011
Female.....	6,031	1,445	3,040	1,109	353	84	46.7	5,498
New Brunswick.....	39,592	8,458	24,363	5,375	1,173	223	73.1	38,970
Male.....	32,902	7,422	20,414	4,150	792	124	75.6	32,598
Female.....	6,690	1,036	3,949	1,225	381	99	60.6	6,372
Quebec.....	221,247	64,974	117,725	28,780	7,148	2,620	42.7	213,828
Male.....	182,792	54,929	100,702	21,385	4,144	1,632	45.7	175,668
Female.....	38,455	10,045	17,023	7,395	3,004	988	28.0	38,160
Ontario.....	201,519	61,102	103,197	28,109	5,880	3,231	27.2	208,089
Male.....	148,662	45,940	78,694	18,847	3,230	1,951	28.1	154,120
Female.....	52,857	15,162	24,503	9,262	2,650	1,280	24.4	53,969
Manitoba.....	35,626	10,550	19,399	4,644	780	253	37.5	36,336
Male.....	27,448	7,743	15,474	3,515	521	195	41.0	28,472
Female.....	8,178	2,807	3,925	1,129	259	58	25.6	7,864
Saskatchewan.....	25,931	5,813	14,936	4,318	683	181	52.7	26,980
Male.....	20,977	4,586	12,508	3,412	377	94	57.1	21,692
Female.....	4,954	1,227	2,428	906	306	87	34.0	5,288
Alberta.....	39,079	10,856	20,449	6,477	748	549	60.9	37,256
Male.....	31,591	9,096	16,745	4,945	534	271	61.9	28,226
Female.....	7,488	1,760	3,704	1,532	214	278	56.3	9,030
British Columbia.....	68,490	19,808	35,054	10,342	2,381	905	30.4	68,779
Male.....	49,063	14,362	25,817	6,897	1,361	626	33.1	49,882
Female.....	19,427	5,446	9,237	3,445	1,020	279	23.8	18,897

Note: Values less than 50 subject to relatively large sampling variability.

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFITS, BY PROVINCE,
FEBRUARY 1963**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	5,446	4,681	765	6,437	5,311	1,126	1,721
Prince Edward Island.....	981	828	153	1,149	998	151	539
Nova Scotia.....	7,805	6,462	1,343	9,159	7,963	1,196	2,040
New Brunswick.....	8,615	6,877	1,738	9,041	7,751	1,290	2,540
Quebec.....	62,810	46,489	16,321	67,307	56,516	10,791	21,691
Ontario.....	60,165	43,671	16,494	66,024	54,673	11,351	17,586
Manitoba.....	8,516	6,998	1,518	9,585	8,174	1,411	2,576
Saskatchewan.....	5,193	4,429	764	6,142	5,172	970	1,787
Alberta.....	10,986	8,564	2,422	12,755	10,585	2,170	3,274
British Columbia (including Yukon Territory).....	18,006	13,393	4,613	19,619	16,151	3,468	4,850
Total, Canada, February 1963.....	188,523	142,392	46,131	207,218	173,294	33,924	58,404
Total, Canada, January 1963.....	319,400	245,726	73,674	373,544	317,556	55,988	77,999
Total, Canada, February 1962.....	205,643	146,232	59,411	217,144	183,545	33,599	56,495

*In addition, revised claims received numbered 48,223.

†In addition, 49,907 revised claims were disposed of. Of these, 5,572 were special requests not granted and 3,044 were appeals by claimants. There were 11,277 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, FEBRUARY 1963SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	156,267	3,757,557
Prince Edward Island.....	29,907	664,155
Nova Scotia.....	134,630	3,081,694
New Brunswick.....	125,814	2,812,541
Quebec.....	706,385	17,798,027
Ontario.....	660,537	16,323,862
Manitoba.....	116,546	2,900,714
Saskatchewan.....	91,613	2,314,540
Alberta.....	127,550	3,350,091
British Columbia (including Yukon Territory).....	218,504	5,738,536
Total, Canada, February 1963.....	2,367,753	58,741,717
Total, Canada, January 1963.....	2,362,257	58,559,894
Total, Canada, February 1962.....	2,361,458	57,988,335

*“Weeks paid” represents the total of complete and partial weeks of benefit paid during the month.

Technical Note to "E" Tables

Under the Unemployment Insurance Act contact between the claimant and the Unemployment Insurance Commission is made through a network of local offices. The statistics in Tables E-2 to E-4 relate mainly to local office claim operations.

Upon separation from employment, a person wishing to file a claim for benefit applies to the nearest local office of the Commission in person or by mail. An application for employment is taken by the Employment Branch of the local office and, if a suitable vacancy exists, a referral is made. If suitable employment is not available, a claim for benefit is taken by the Insurance Branch.

If the person applying for benefit has had no previous entitlement established, an initial claim will be taken and entitlement computed, otherwise a renewal claim will be filed. Initial and renewal claims thus constitute an advance notice by a claimant that he wishes to draw benefit. In some cases where employment is found immediately, however, the claimant may not return to prove unemployment.

The total of initial and renewal claims (Table E-3) thus approximates the number of new separations from insured employment during a month. To the extent that an initial claim is taken from a person who has exhausted his benefit and seeks re-establishment of further credits, the total would, however, constitute an overstatement of the volume of new separations.

Claims in the category "entitled to benefit" include initial claims established on which no disqualification was imposed, and renewal claims allowed, no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and, in addition, disqualifications imposed on either

initial or renewal claims. Claims not completely processed at the end of a month are shown as pending.

Claimants are required to report weekly, except postal claimants, who may report every two weeks. Data on claimants currently reporting to local offices are obtained from a count of individual unemployment registers in the current file at the month-end (Table E-2). Once a claim is taken, the document on which the record of current activity is maintained is placed in the current file and becomes dormant only after the scheduled reporting pattern has been broken twice in succession. The count of weeks of proved insured unemployment is begun again simultaneously with a new renewal claim and with initial claims, except those representing re-computation of additional credits. In these latter cases, the count is cumulated from the claim taken at the time the employment terminated.

Information on payments (Table E-4) is provided by Treasury offices of the Unemployment Insurance Commission and relates to payments made during a month. In some cases, however, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks of unemployment.

Estimates of the insured population (Table E-1) are based on a count of persons either working in insured employment or on claim at June 1 each year. Monthly estimates are based on the June count of persons employed projected, by industry, using employment indexes from *Employment and Payrolls* (Employment Section, Labour Division, D.B.S.). To these employment data are added the number of claimants reported at month end, as described above.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1962—April.....	130.3	125.8	134.0	113.2	140.2	158.1	146.6	117.9
May.....	130.1	124.5	134.5	112.8	140.4	158.2	147.1	117.9
June.....	130.5	125.6	134.9	113.1	140.4	158.2	147.0	117.9
July.....	131.0	127.0	135.1	112.9	140.7	158.4	147.8	117.9
August.....	131.4	128.4	135.1	112.7	140.8	158.2	147.8	118.0
September.....	131.0	126.8	135.2	113.3	140.3	158.2	147.6	118.0
October.....	131.5	127.2	135.4	115.6	139.9	160.0	147.8	118.0
November.....	131.9	127.7	135.6	116.0	140.6	159.8	148.2	117.8
December.....	131.9	127.8	135.7	115.8	140.2	159.8	148.2	117.8
1963—January.....	132.0	129.0	135.9	114.7	139.8	159.8	148.6	117.8
February.....	132.1	129.4	135.9	114.8	139.6	159.9	148.6	118.0
March.....	132.1	128.9	136.0	115.6	139.6	159.9	148.6	118.0
April.....	132.3	128.9	136.0	115.7	139.2	162.1	148.0	117.9

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF MARCH 1963

(1949=100)

	All Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	March 1962	February 1963	March 1963							
①St. John's, Nfld..	116.7	119.0	119.3	115.3	114.8	112.3	123.4	155.3	152.7	101.1
Halifax.....	129.7	130.9	131.3	124.6	134.6	125.4	138.7	163.2	165.2	124.5
Saint John.....	130.8	132.7	132.9	128.2	132.1	123.5	144.8	185.3	151.1	124.5
Montreal.....	130.1	132.4	132.0	133.2	134.6	108.0	158.8	169.5	144.1	118.7
Ottawa.....	131.0	133.2	133.1	128.7	137.7	120.8	153.4	163.3	142.3	123.9
Toronto.....	131.7	133.8	133.7	127.6	140.3	120.6	133.0	156.0	185.3	122.5
Winnipeg.....	128.3	129.8	129.8	128.1	129.1	119.1	135.2	173.8	139.7	120.4
Saskatoon-Regina..	126.7	128.1	128.3	125.6	127.4	128.6	136.9	144.6	146.8	119.5
Edmonton-Calgary	125.0	127.4	127.2	122.1	127.7	123.7	131.5	162.8	145.7	119.6
Vancouver.....	129.2	131.6	131.7	128.9	135.9	119.2	140.3	150.6	147.8	121.0

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

①St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 103, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1958-1963

Month of Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1958.....	253	262	112,397	2,872,340	0.24
1959.....	203	218	100,127	2,286,900	0.19
1960.....	268	274	49,408	738,700	0.06
1961.....	272	287	97,959	1,335,080	0.11
*1962.....	291	312	74,346	1,417,620	0.10
*1962: March.....	30	46	12,426	143,800	0.14
April.....	18	40	12,328	142,770	0.14
May.....	23	45	17,333	139,700	0.12
June.....	27	53	14,545	260,650	0.23
July.....	24	47	16,775	133,650	0.11
August.....	35	54	11,531	74,540	0.07
September.....	23	48	10,482	116,350	0.10
October.....	21	42	9,957	108,040	0.10
November.....	29	49	9,565	76,740	0.07
December.....	13	29	3,641	56,660	0.05
*1963: January.....	9	24	4,559	79,780	0.07
February.....	22	37	7,002	75,280	0.07
March.....	18	32	5,207	34,080	0.03

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, MARCH 1963, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....			
Mines.....	3	1,451	5,710
Manufacturing.....	17	2,801	20,600
Construction.....	2	94	70
Transpn. & utilities.....	4	347	6,550
Trade.....	2	28	520
Finance.....			
Service.....	4	486	630
Public administration.....			
All industries.....	32	5,207	34,080

TABLE G-3—STRIKES AND LOCKOUTS, MARCH 1963, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	1	11	40
Prince Edward Island.....			
Nova Scotia.....	3	1,581	4,960
New Brunswick.....			
Quebec.....	10	1,548	17,710
Ontario.....	10	1,849	7,970
Manitoba.....			
Saskatchewan.....			
Alberta.....	5	125	2,080
British Columbia.....	3	93	1,320
Federal.....			
All jurisdictions.....	32	5,207	34,080

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
MARCH 1963**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			March	Accu- mulated		
MINES						
<i>Metal</i> Solbee Copper Mines, Stratford Centre, Que.	Steelworkers Loc. 6256 (AFL-CIO/CLC)	175	4,110	4,110	Mar. 1	Wages, union security, other benefits in first agreement~
<i>Mineral Fuels</i> Dominion Steel & Coal, (MacBean Mine) Thorburn, N.S.	Mine Workers Loc. 8672 (Ind.)	326	650	980	Feb. 28 Mar. 4	Disciplinary suspension of one worker~Return of workers pending investigation.
Old Sydney Collieries, Sydney Mines, N.S.	Mine Workers Loc. 4535 (Ind.)	950	950	950	Mar. 29 Apr. 1	Disagreement between man- agement and two workers~ Return of workers pending negotiations.
MANUFACTURING						
<i>Wood</i> Hay and Company, Woodstock, Ont.	Auto Workers Loc. 636 (AFL-CIO/CLC)	200	100	100	Mar. 19 Mar. 19	Management decision~Re- turn of workers.
<i>Paper</i> Nova Scotia Pulp, Point Tupper, N.S.	Pulp and Paper Workers Loc. 972 (AFL-CIO/CLC)	305 (155)	3,360	7,780	Feb. 8 Mar. 16	Wages~2¢ an hr. retroactive to July 1, 1962, 6¢ an hr. in- crease eff. Mar. 1963, 7¢ an hr. Nov. 1963; improved fringe benefits and contract clauses.
<i>Primary Metals</i> Quebec Iron & Titanium, Tracy, Que.	Metal Trades' Federation (CNTU)	745	10,880	134,250	Aug. 28 Mar. 17	New agreement~An average increase of 26¢ an hr. over next two years, reduction in weekly hours.
<i>Metal Fabricating</i> John Inglis, Toronto, Ont.	Steelworkers Locs. 2900 & 4790 (AFL-CIO/CLC)	1,150	1,150	1,150	Mar. 29	Proposed standards of work loads~
TRANSP. & UTILITIES						
<i>Transportation</i> Several automobile dealers, Toronto, Ont.	Teamsters Loc. 847 (Ind.)	254	5,230	9,010	Feb. 6	Union security, voluntary dues check-off~
SERVICE INDUSTRIES						
<i>Education</i> Verdun Catholic School Commission, Verdun, Que.	Verdun Roman Catholic Teachers' Association	376	380	380	Mar. 15 Mar. 18	Non-payment of increases granted in October 1962~ Return of workers, payment to be provided immediately.

Figures in parentheses indicate the number of workers indirectly affected.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY, 1928-1962

Year	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communication	Trade	Finance	Service	Unclassified	Total
1928.....	194	176	43	260	201	250	34	353	64	.....	102	.....	1,677
1929.....	156	235	54	234	250	298	40	326	58	1	114	.....	1,766
1930.....	122	175	36	258	196	324	42	327	58	.....	117	.....	1,655
1931.....	163	76	40	158	142	217	44	205	43	3	97	.....	1,188
1932.....	154	73	30	123	116	124	21	196	51	2	83	1	974
1933.....	154	91	36	112	103	65	15	161	48	3	63	.....	808
1934.....	111	114	47	144	103	118	20	165	52	.....	86	.....	1,000
1935.....	124	116	38	175	133	103	25	184	44	1	66	.....	1,009
1936.....	127	133	57	181	112	105	14	240	45	2	86	2	1,071
1937.....	156	149	52	201	157	170	23	227	46	1	65	.....	1,553
1938.....	156	143	30	253	136	154	19	166	44	.....	66	.....	1,167
1939.....	162	148	29	169	110	133	25	181	44	.....	70	.....	1,107
1940.....	127	177	34	175	144	173	25	236	51	1	65	.....	1,208
1941.....	144	178	24	262	263	176	30	317	65	1	93	.....	1,553
1942.....	107	170	34	199	315	227	21	318	44	1	84	.....	1,510
1943.....	99	151	49	213	310	154	16	334	59	1	79	.....	1,465
1944.....	109	137	34	159	271	100	17	264	53	1	59	.....	1,204
1945.....	114	166	20	188	269	127	24	292	52	.....	88	5	1,345
1946.....	119	145	41	174	346	132	22	237	53	3	99	7	1,378
1947.....	117	192	30	190	265	170	40	289	57	8	110	8	1,476
1948.....	94	171	30	194	268	182	45	248	45	3	106	1	1,387
1949 ⁽¹⁾	113	141	32	201	249	152	42	249	43	2	131	4	1,359
1950.....	58	160	42	173	243	156	61	193	54	.....	119	.....	1,259
1951.....	97	179	20	188	219	213	31	240	49	3	130	.....	1,369
1952.....	102	176	21	212	228	248	42	242	44	1	102	.....	1,418
1953.....	114	167	33	187	242	223	35	178	58	4	80	.....	1,321
1954.....	100	168	31	204	207	238	26	193	53	3	73	.....	1,296
1955.....	88	183	32	179	219	243	42	211	50	5	74	.....	1,326
1956.....	106	197	18	250	200	312	30	228	56	1	64	.....	1,462
1957.....	92	141	23	185	209	340	42	207	66	2	80	.....	1,387
1958.....	97	129	38	231	166	281	31	163	40	4	89	.....	1,269
1959.....	101	143	72	175	195	297	33	182	50	2	76	.....	1,326
1960.....	69	131	27	180	186	199	36	154	51	2	99	.....	1,134
1961.....	68	99	40	135	178	238	36	152	52	1	87	.....	1,086
1962 ⁽²⁾	62	115	12	146	195	190	45	152	54	1	89	.....	1,061

⁽¹⁾The data for years up to and including 1948 cover also deaths that occurred at the place of work of the deceased person even though such deaths were not the result of a condition or event connected with the employment of the person concerned.

⁽²⁾These figures are preliminary. They include 919 fatalities reported by the Workmen's Compensation Boards and the Board of Transport Commissioners and 142 on which information was obtained from other sources. The 142 fatalities reported from other sources were distributed as follows: Agriculture 59; Logging 7; Fishing and Trapping 8; Mining 10; Manufacturing 15; Construction 10; Public Utilities 6; Transportation, Storage and Communication 20; Trade 1; Finance 0; Service 6.

TABLE H-2—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY AND TYPE OF ACCIDENT, 1961 AND 1962

Type of Accident	1962[1]										1961[2]															
	Agriculture	Logging	Fishing and Trapping	Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communication	Trade	Finance	Service	Unclassified	TOTAL	Agriculture	Logging	Fishing and Trapping	Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communication	Trade	Finance	Service	Unclassified	TOTAL
Striking Against and Stepping on Objects:																										
Tools.....																										
Machinery.....																										
Belts, pulleys, chains, lines, etc.....																										
Working materials.....																										
Nails and spikes.....																										
Buildings and structures (including parts of these such as doors, windows, etc.).....																										
Working surfaces.....																										
Miscellaneous.....																										
Total.....																										
Struck by:																										
Tools.....																										
Machinery.....																										
Belts, pulleys, chains, lines, etc.....																										
Cranes, derricks, other hoisting or conveying apparatus.....																										
Automobiles or trucks.....																										
Tractors, loadmobiles, etc.....																										
Mine or quarry cars.....																										
Trains or other railway vehicles.....																										
Streetcars.....																										
Other motor-driven transportation vehicles, N.E.C.....																										
Man-powered vehicles and craft.....																										
Objects thrown or kicked back by tools.....																										
Objects thrown or kicked back by machines.....																										
Objects being hoisted or conveyed by machines.....																										
Objects falling or flying in mines and quarries.....																										
Materials being handled by fellow worker.....																										
Materials being handled by victim.....																										
Materials falling from stockpiles and loads.....																										
Another person (other than acts of violence).....																										
Animals.....																										
Falling trees or limbs.....																										
Landslides or cave-ins.....																										
Flying particles.....																										
Animal-drawn vehicles.....																										
Miscellaneous.....																										
Total.....																										

Caught In, On or Between:

Machinery.....	2	1	3	9	1	1	1	1	1	19	3	1	6	2	1	1	14
Rails, pulleys, chaps, lines, etc.....	1	1	3	3	1	1	1	1	1	6	1	1	1	1	1	1	3
Elevators, hoisting and conveying apparatus.....	1	1	5	7	1	1	1	1	3	18	2	1	4	11	2	1	21
Buildings and structures (including parts of these such as dormer windows, etc.....)					2					2	2				1		2
Automobiles and trucks.....	3		1	2	2				3	14	5		3	6	1		22
Tractors, loadmobiles, etc.....	18	3	1	3	6	1			1	33	27	1	4	6	3		43
Mine and quarry cars.....			1	1	1				1	1	1			2			6
Trains or other railway vehicles.....			1	1	1				3	5	1				5		8
Streetscars.....										2							
Miscellaneous transportation vehicles and craft.....				1	1												
Materials in use or stored in plant.....																	1
Objects in, water (e.g., logs, caught between boat and wharf)									2	1	1						2
Miscellaneous.....	1		1							6		1					
Total.....	24	7	13	26	14	1	11	5	5	106	34	8	10	20	27	15	132

Collisions (including derailments, wrecks, etc., but not falls, slips, struck by, caught in, on or between)

Involving steam railways.....			1	2		1	3	1		8						5	5
Involving street railways.....																	
Involving automobiles and trucks.....	4		8	18	25	3	46	21	16	145		5	7	17	22	11	110
Involving tractors, loadmobiles, etc.....	14	2	1	2	7		6	1	3	35	9	5	4	8	2		28
Involving mine and quarry cars.....										1			1				1
Involving water craft.....			4			1	2	4	3	14			1			5	17
Involving aircraft.....				1	2	1	12	2	2	22	1	2	2	7	8	15	38
Involving other transport agencies.....							2			3						2	3
Involving elevators and other hoisting and conveying apparatus.....																	
Involving animal-drawn vehicles and implements.....										1						1	1
Involving miscellaneous agencies.....																	
Total.....	18	8	4	11	24	34	6	71	29	229	10	10	3	14	24	63	193

Falls and Slips

(a) falls on same level

Due to rough ground or floor surfaces.....																	
Due to collapse of resistance.....															2		2
Due to tripping over or stepping on object.....									1	4		1			1		3
Due to slipping while handling materials.....	1			2									3	1	2		6
Due to slipping while operating machines.....													1	2	1		1
Due to physical condition of workman.....				3	1			4	3	11							4
Due to vehicles in motion (other than struck by, collision, etc.).....								1		1							
Miscellaneous.....																	
Sub Total.....	1			5	1		1	5	3	16		1		4	6	4	17

TABLE H-2—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY AND TYPE OF ACCIDENT, 1961 AND 1962 (concluded)

Type of Accident	1962[1]											1961[1]														
	Agriculture	Logging	Fishing and Trapping	Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communication	Trade	Finance	Service	Unclassified	TOTAL	Agriculture	Logging	Fishing and Trapping	Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communication	Trade	Finance	Service	Unclassified	TOTAL
(b) falls to different levels																										
From ladders or stairs.....		2		1	3	4	1	1	1		2		15													15
From scaffolds and stagings.....				1	8	9		2	2				22													22
From platforms, ramps and stationary vehicles.....					1	3	1	1	1				8													8
From buildings, roofs and towers.....					3	9							14													14
From bridges, trestles and catwalks.....					1	2		1					4													4
From poles, trees, logs and stumps.....							2						3													3
From stockpiles and loads.....	1	2		1	2								5													5
From moving railway vehicles.....					1								7													7
From other moving transportation vehicles.....		1		1	2	6		5					15													15
Into holds of vessels.....					2	1		4					7													7
Into shafts, pits, excavations, etc.....	1			7	3	5							18													18
Into rivers, lakes, sea or harbours.....	1	4	6	4	6	7		14					51													51
Into storage bunkers.....					1								2													2
Into tanks, vats or kilns.....					4			1					6													6
Miscellaneous falls to different levels.....	3			1	8	3	1						18													18
Sub Total.....	6	9	6	16	46	50	5	33	6	1	17		195	6	17	35	13	35	65	5	24	9	1	16		229
Total.....	6	10	6	16	51	51	5	34	11	1	20		211	6	18	35	17	41	72	5	24	10	1	17		246
Confagurations, Temperature Extremes and Explosions																										
Confagurations.....																										
Exposure to welding flashes.....																										
Exposure to cold or cold substances.....				1	3	4	1	1	2		2		16				3	1	3	1	1	2		4		21
Exposure to steam or other hot vapours.....								3					3													3
Exposure to hot liquids or molten metal.....																										1
Exposure to heat or hot substances, N.E.C.....					1						1		2													2
Explosions—blasting accidents.....					1																					
Explosions of coal and/or dust.....				6									1													6
Explosions of steam and/or dust.....					1								1													1
Air blasts (bumps) in mines.....																										
Explosions of steam pressure apparatus.....																										
Explosions of liquid air, gas pressure apparatus and containers.....																										
Explosions of gasoline and/or oil.....	1				1	3							5													5
Explosion of chemicals.....				2	8	4							16													16
Ammunition and firearms (accidental).....													2													2
Other explosions.....				2	1	1							4													4
Total.....	3			9	13	14	8	4	2		5		58	6	1	1	8	10	11	5	3	6		6		57

TABLE H-3—INDUSTRIAL FATALITIES IN CANADA, BY PROVINCE AND INDUSTRY 1961 AND 1962

Industry	1962(a)														1961(a)													
	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total				
Agriculture	1	2	3	3	6	28	3	8	8			62			3		8	35	5	4	9	4			68			
Logging	2		1	6	20	18	1	1	6	60		115			2	3	9	20	1	1	4	59			99			
Fishing and Trapping	4		3	1		1				3		12	2		22	1			2			13			40			
Mining and Quarrying	6		9	1	17	58	2	8	20	23	2	146	6		7		21	52	7	4	16	17	5		135			
Metalliferous mining.....	4		1	1	13	52	2	5	16		2	95	2		6		15	48	7	1	1	10	4		88			
Coal mining.....			8						11	1		20			1		6				2	7			29			
Non-metallic mineral mining and quarrying, n.e.s.....	2		1		4	6		3	9	6		31	4		1		6	4		2	11				1			
Manufacturing	3	3	7	6	38	85	7	5	11	30		195	5		5	7	35	82	3	2	17	22			178			
Food and beverages.....						5	3			2		17					3	7	1		1	4			16			
Tobacco and tobacco products.....	1					1						1													1			
Rubber products.....						1						1																
Leather products.....																												
Textile products (except clothing).....						2						7						2										
Clothing (textile and fur).....																												
Wood products.....	1		2	1	6	8	1		2	15		36	1				5	6	2		3	10			25			
Paper products.....	2		1	1	9	6						19					1	4							13			
Printing, publishing and allied trades.....						1						1													2			
Iron and steel products.....	1		1	5	30	1	1	1	3	5		47			3	8	28				1	4	1		45			
Transportation equipment.....			3	7	8	2	2	2	1			25	1		2	2	7	6							20			
Non-ferrous metal products.....				3	4				1	1		9			1		1	10			1	4			17			
Electrical apparatus and supplies.....			2	1	3							5	4				2								2			
Non-metallic mineral products.....			2	1	8		2	1	1			15					6				6				12			
Products of petroleum and coal.....			1									3			3										7			
Chemical products.....					2	5				1		8					2	7			1	1			12			
Miscellaneous manufacturing industries.....						1						1				1		2							4			
Construction	11	1	8	3	45	45	9	14	31	23		190	11	7	12		64	66	6	14	38	20			238			
Buildings and structures.....	7		1	23	27		8	9	4			79	7		2	4	36	7	2	6	19	2			115			
Highway and bridge.....	3	1	4	1	9	10	5	1	7	12		53	3		2	5	10	15	1	1	10	6			53			
Miscellaneous.....	1		4	1	13	8	4	5	15	7		58	1		3	3	18	4	3	7	9	12			70			
Public Utilities			3		19	13	1	2	5		1	45			1		17	10	1	2	2	3			36			
Transportation, Storage and Communication	7	2	6	7	29	43	7	6	20	25		152	3	1	6	3	27	55	7	6	12	31	1		152			
Railways.....	1		2	1	4	7	5	3	6	9		38	1		3	1	14	4	2	5	2				39			
Street and electric railways.....																		3							3			
Water transportation ^(a)																												
Air transportation.....	6	2	2	2	7	3			4			24			1	2	10	7				9			29			
Local and highway transportation.....												11	2		1		9	20	2	3	5	13			18			
Storage.....		2	2	4	17	22	2	3	14	3		74		1	1										54			
Telegraphs and telephones.....						2						2			1		1	2	1						3			
Miscellaneous.....						1				1		1					1	2	1						5			
						1						1													1			

Trade	1	1	2	6	23	1	2	9	9	54	1	1	3	24	4	13	6	52			
Wholesale.....	1	1	2	4	15	1	2	3	6	35	1	1	2	13	2	10	5	33			
Retail.....				2	8			6	3	19	1		1	11	2	3	1	19			
Finance					1			1		1				1				1			
Service	1	3	11	42	5	2	7	16	2	89	2	1	25	29	6	7	11	87			
Public administration.....		3	10	35	4	2	6	12	2	74	1	1	23	21	5	6	6	68			
Recreational.....				1						1			1			1		2			
Laundry, drying and cleaning.....					1					1				2				2			
Laundry, dry cleaning.....										1				6	1		5	15			
Personal, domestic and business.....				1	5	1	1	4		13	1		1								
Total	36	8	44	29	191	357	36	48	117	190	5	1,061*	26	209	374	42	39	118	186	6	1,086

a) Preliminary.

b) Revised.

c) Includes accidents to seamen and airmen on Canadian craft only; any such accidents occurring outside of Canada are assigned to the province from which craft were operated.

*See footnote c), Table H-1.

TABLE H-4—INDUSTRIAL FATALITIES IN CANADA IN 1962, BY MONTH AND INDUSTRY

Industry	January	February	March	April	May	June	July	August	September	October	November	December	Total 1962 (a)	Per Cent of Total	Total 1961 (a)	Per Cent of Total	No. Employed (a) (thousands)
Agriculture.....	2	2	.....	4	4	8	4	6	7	11	12	2	62	5.9	68	6.3	653
Logging.....	13	5	7	10	16	11	9	8	6	12	10	8	115	10.8	99	9.1	74
Fishing and Trapping.....	1	.....	1	.....	.....	1	5	.....	.....	1	.....	3	12	1.1	40	3.7	23
Mining and Quarrying.....	17	11	13	8	15	14	11	18	11	12	9	7	146	13.8	135	12.4	81
Manufacturing.....	16	12	22	9	15	15	14	24	18	14	25	11	195	18.4	178	16.4	1,567
Construction.....	14	6	11	18	19	15	20	19	20	25	6	17	190	17.9	238	21.9	429
Public Utilities.....	2	2	3	3	7	6	7	4	2	3	5	1	45	4.2	36	3.3	82
Transportation, Storage and Communication.....	12	10	11	5	15	17	17	13	16	12	8	16	152	14.3	152	14.0	446
Trade.....	6	2	11	1	1	2	8	4	5	6	4	4	54	5.1	52	4.8	1,002
Finance.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	1	0.1	1	0.1	248
Service.....	9	9	.....	5	4	7	13	14	9	8	5	6	89	8.4	87	8.0	1,615
Total.....	92	59	79	64	96	96	108	110	94	104	84	75	1,061*	100.0	1,086	100.0	6,217**

(a) Preliminary.

(a) Revised.

*Annual averages for 1962. Source: Labour Force Bulletin, Dominion Bureau of Statistics.

**See footnote (a), Table H-1.

**Total does not add up because of rounding.

TABLE H-5—INDUSTRIAL INJURIES, NON-FATAL AND FATAL, REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS, 1958-1962

Province	Non-fatal			Fatal	Total
	Medical Aid Only ⁽¹⁾	Temporary Disability	Permanent Disability		
1958					
Newfoundland.....	4,663	3,410	91	15	8,179
Prince Edward Island.....	843	616	6	3	1,468
Nova Scotia.....	8,961	6,075	651	110	15,797
New Brunswick.....	7,402	5,773	175	35	13,385
Quebec.....				206	95,868
Ontario.....	161,355	64,441	2,440	303	228,539
Manitoba.....	12,983	5,314	259	32	18,588
Saskatchewan.....	11,136	9,320	202	41	20,699
Alberta.....	25,995	19,033	781	103	45,912
British Columbia.....	40,753	20,951	1,249	156	63,109
Total.....				1,004	511,544
1959					
Newfoundland.....	5,142	4,134	92	17	9,385
Prince Edward Island.....	1,038	800	20	3	1,861
Nova Scotia.....	10,373	6,451	591	47	17,462
New Brunswick.....	7,076	6,336	148	27	13,587
Quebec.....				186	99,258
Ontario.....	179,358	70,225	2,612	309	252,504
Manitoba.....	12,983	5,314	259	32	18,588
Saskatchewan.....	11,932	9,670	151	47	21,800
Alberta.....	27,602	19,743	815	117	48,277
British Columbia.....	41,324	21,717	1,134	161	64,336
Total.....				946	547,058
1960					
Newfoundland.....	5,537	4,823	112	26	10,498
Prince Edward Island.....	1,043	731	13	4	1,791
Nova Scotia.....	10,336	6,977	529	37	17,879
New Brunswick.....	11,482	7,585	212	32	19,311
Quebec.....				220	100,704
Ontario.....	172,498	64,992	2,710	269	240,469
Manitoba.....	12,787	8,931	331	22	22,071
Saskatchewan.....	12,140	9,725	142	25	22,032
Alberta.....	26,457	19,101	797	116	46,471
British Columbia.....	38,715	21,518	1,037	161	61,431
Total.....				912	542,657
1961					
Newfoundland.....	5,317	3,495	41	11	8,864
Prince Edward Island.....	1,053	732	21	3	1,809
Nova Scotia.....	9,687	6,166	362	33	16,248
New Brunswick.....	9,097	7,421	223	23	16,764
Quebec.....				204	99,502
Ontario.....	175,876	61,148	2,593	273	239,890
Manitoba.....	12,375	9,019	415	28	21,837
Saskatchewan.....	12,210	9,976	81	35	22,302
Alberta.....	29,062	18,976	738	107	48,883
British Columbia.....	41,556	20,201	1,097	139	62,993
Total.....				856	539,092
1962 ⁽²⁾					
Newfoundland.....	5,997	3,590	42	13	9,642
Prince Edward Island.....	911	631	8	2	1,542
Nova Scotia.....	11,646	7,115	44	35	18,840
New Brunswick.....	10,578	8,419	145	25	19,167
Quebec.....				160	115,243
Ontario.....	184,903	12,319	2,728	242	250,192
Manitoba.....	12,713	9,467	378	31	22,489
Saskatchewan.....	12,375	11,121	95	41	23,632
Alberta.....	27,844	20,795	796	131	49,566
British Columbia.....	41,684	21,636	1,210	164	64,694
Total.....				844	575,007

⁽¹⁾Accidents requiring medical treatment but not causing disability for a sufficient period to qualify for compensation. This period varies from 1 to 5 days.

⁽²⁾Preliminary.

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The Industrial Relations Branch

Branch administers five Acts; but most of its activity results from Industrial Relations and Disputes Investigation Act. Since inception of Act, conciliation officers have settled 567 out of 899 disputes; conciliation boards, 236 of 314

The Industrial Relations Branch is charged with the administration of five acts: the Industrial Relations and Disputes Investigation Act, Fair Wages and Hours of Labour Act, Annual Vacations Act, Canada Fair Employment Practices Act, and the Female Employees Equal Pay Act.

The Branch also serves as the administrative agency of the Canada Labour Relations Board. The Board, established under the I.R.D.I. Act, administers provisions concerning the certification of bargaining agents; provides, for inclusion in collective agreements, a procedure for the final settlement of disputes over the meaning or violation of collective agreements; and investigates complaints that a party has failed to bargain collectively and makes a very reasonable effort to conclude a collective agreement.

Much of the Branch's activity centres on conciliation proceedings under the Industrial Relations and Disputes Investigation Act, which applies to industries under federal jurisdiction. The Act came into force on September 1, 1948.

From its inception until the end of the last fiscal year on March 31, under the provisions of the Act the Minister of Labour through the Industrial Relations Branch has:

- referred 899 disputes directly affecting 756,654 workers to conciliation officers, who settled 567 of them; and

- appointed conciliation boards in 314 disputes directly affecting 1,179,134 workers; the boards settled 236.

In the same period, as the administrative agency of the Canada Labour Relations Board, the Branch received 1,403 applications for certification, affecting some 188,553 workers. Of these applications, 826 were granted, 291 rejected, 280 withdrawn, and six remained pending. In the same period, the Board ordered 235 representation votes in applications for certification and 12 votes in applications for revocation of certification.

The Board has received in the same period 48 applications for revocation of certification. Of these, 28 were granted, 17 refused, two were withdrawn and one was pending at the end of the fiscal year.

During the same period, the Board received 15 applications for provision of a

procedure for final settlement of disputes concerning the meaning or violation of a collective agreement. Seven of these were granted, three rejected, and five settled without a Board order.

Since the Act came into force the Minister has received ten complaints of failure to bargain. Two were withdrawn and eight referred to the Canada Labour Relations Board. In three of the eight the Board ordered the respondents to bargain collectively with the complainants, and in one of these cases it later revoked the order. Four complaints were dismissed and one was left in abeyance at the end of the period.

In the same period, the Minister received 64 applications for consent to prosecute, of which 36 were granted, 12 were refused, two were referred to industrial inquiry commissions and settled, three were referred to conciliation officers and settled, one was withdrawn, seven lapsed, and three remained pending at the end of the period.

There were 75 complaints of violations of the Act. In nine cases, industrial inquiry commissions were appointed, which resulted in the settlement or dismissal of the complaint. (Since the Act was passed, 30 industrial inquiry commission appointments have been made.) Eight complaints were settled by conciliation officers, and three cases referred to them were not settled or were dismissed. Twenty-two complaints were withdrawn, 17 lapsed, 13 became applications for consent to prosecute, and three were still pending.

Major disputes referred to conciliation boards during the past year included:

- Between the major Canadian railways and their 110,000 non-operating employees;

- Between the Canadian Pacific Railway Company and the Brotherhood of Locomotive Firemen and Enginemen;

- Between Canadian National Railways and the Brotherhood of Railroad Trainmen;

- Between the CPR and the Brotherhood of Railroad Trainmen;

- Between Upper Lakes Shipping Limited and associated companies, and the Seafarers' International Union of Canada; and

- Between the Shipping Federation of British Columbia and several locals of the International Longshoremen's and Warehousemen's Union.

50 Years Ago This Month

Commissioner appointed by Government of Ontario to make investigation with reference to proposed eight-hour day law for underground workers in province reports nearly all miners in favour, managers generally opposed to the measure

The report of a commissioner appointed by the Ontario Government to conduct an investigation with reference to proposed legislation to limit to eight per day the hours of labour for underground workers in the province was summarized in the June 1913 issue of the *LABOUR GAZETTE*.

About 4,000 men were employed underground in the mines of the province, and their hours of labour varied from eight to ten a day, the commissioner said. Of the 85 mines to which inquiries had been addressed, 40 worked their men 10 hours a day; 32, nine hours; 10, eight hours; two, between eight and a half and nine; and one mine had a day of nine and a half hours. The average day was nine hours.

"Nearly all the mines in the chief mining districts work two shifts a day, and men are usually paid by the day or hour."

The supply of men was usually sufficient, it appeared, although some mines would have employed more men if they had been readily available. "Surface men, it is stated, are more often hard to obtain than underground men.

Men Nearly All in Favour

"The report of the commissioner states that beyond a doubt the men are nearly all in favour of the eight-hour day The result of secret ballots taken in a number of mines went to show that upwards of 332 votes were returned in favour of it and only 12 against it."

The men contended that working conditions underground were unnatural and trying, and that the working life of a miner was short. Shorter hours, such as those worked in British Columbia and the western United States, would induce more men to enter the industry, it was said; and many men contended that with proper management as much work could be done in eight hours as was then being done in nine or ten. "The men urged that the eight-hour day should apply to mines with no exemption, except for cases of emergency."

The mine managers, however, were generally opposed to an eight-hour law. Some of the commonest arguments against it were that it would mean a reduction in wages and consequently dissatisfaction among the men, that it would reduce output and profits, make low grade ore unprofitable

to work, and discourage the inflow of capital.

It was contended that the eight-hour law "has in fact had disastrous effect in British Columbia, Australia, and parts of the United States, and is driving capital and labour out of England and the United States; that the popular belief that underground employment on the present basis is injurious or objectionable is not correct; experience, the hospital records, and the fact that men prefer underground to surface work being appealed to in support of this contention"

According to the *GAZETTE*'s summary, the commissioner's view was that "forebodings of the disastrous results to the mining industry in the event of enactment of eight-hour legislation are not justified." If it resulted in any increase in the cost of production, the increase would be slight.

With regard to the health of the men, however, he said, "I am convinced that the popular idea of hardship and injuriousness of working underground is only partly right. The mines of Ontario, I believe, as a whole, are naturally as healthful as any in the world"

Mining Distinctly Hazardous

He said that although mining was not the most hazardous of occupations, it was a distinctly hazardous one. But he went on to say, "The allegation of greater frequency of accidents in the latter hours of shifts I find, after very careful investigation, assisted by the hospital records and other figures produced by the managers, and especially by the data put together for me by Chief Inspector —, is not borne out by the facts. The figures really show that a rather larger percentage of accidents take place during the early hours of the shift than during the later hours. Reports and opinions do not, on the other hand, confirm the allegation that shorter hours and consequent speeding up would be likely to increase accidents"

The commissioner thought that the proposed legislation would help to allay unrest and remove the friction that then existed in a number of mining camps, and he expressed himself as favourable to the enactment of a reasonable eight-hour law for underground workmen in Ontario.

Seven Canadian Technicians Study in German Industry

Seven graduates from a number of Canadian institutes of technology last month began a one-year postgraduate course in a large German company. It is the first time Canadian students have participated in this project, which has been sponsored for some years by a number of companies in West Germany.

The students, all 1963 graduates in mechanical technology, will undergo intense practical and theoretical training in smelting works, tube factories or in the machine factory of the Mannesmann Company, Dusseldorf. They are graduates of the Southern Alberta Institute of Technology, Calgary; the Shawinigan Institute of Technology, Shawinigan, Que., l'Institut de Technologie de Trois Rivières, Trois Rivières, Que.; the Montreal Institute of Technology; l'Institut de Technologie de Sherbrooke, Sherbrooke, Que.; and the N.B. Technical Institute, Moncton.

The students will pay their own air fare to Germany and the Mannesmann Company will bear the costs of the return trip. While under training, the students will be paid according to an established wage scale and the company will provide accommodation at a minimum charge in company homes.

It is hoped that a total of 25 Canadian graduates will attend these specialized courses in Germany over the next three years. If this year's venture proves satisfactory, there are indications that a number of large German industries will provide similar courses for Canadian graduates in the future. During the past eight years, some 2,000 students from other countries have attended courses of a similar nature in West Germany.

The Technical and Vocational Training Branch, Department of Labour, is co-ordinating the movement of graduates and assisted in making arrangements for their departure to Europe.

Department Issues New Bulletins On Provincial Labour Laws

New editions of two annual bulletins on provincial labour laws have been issued by the Department of Labour. Both were prepared by the Legislation Branch, and both give detailed information regarding the changes made in provincial laws and regulations in 1962.

One of them, *Provincial Labour Standards*, sets out in concise form information regarding the standards set under provincial laws with respect to child labour, holidays, hours of work, minimum wages, equal pay for equal work, workmen's compensation, fair employment practices and weekly rest-day. The standards set by labour Ordinances of the Yukon and Northwest Territories are also included in this year's 40-page edition.

The other bulletin, *Workmen's Compensation in Canada*, is a comparison of provincial workmen's compensation laws. The scale of benefits payable in each province is included.

Copies of the bulletins are available, at 35 cents a copy, from the Queen's Printer, Ottawa. The catalogue number for the first is L2-7/1962; for the second, L2-6/1962.

First Area Labour-Management Meeting in Quebec Last Month

The first area labour-management co-operation conference held in Quebec province was conducted at Ville La Salle on May 9. The one-day conference, sponsored by the federal Department of Labour, was attended by some 200 labour and industry delegates.

It was the fifth such conference sponsored by the Department. The first four were at Winnipeg, Man.; Cornwall, Kit-chener and London, Ont.

It was the consensus of delegates that labour and management must co-operate for efficient, low-cost production, which was needed to maintain prosperity. This was to be achieved, not through "speed-up methods," but through a better understanding, increased mutual confidence, and improved relations generally between the two groups.

D. M. Matheson, Dominion Tar & Chemical Co. Ltd., said that the first steps to clear up misunderstanding between labour and management had been taken by the formation of the National Productivity Council.

Moderators of two panel discussions held during the day were Prof. H. D. Woods, Director, Industrial Relations Centre, McGill University, and Gordon Cushing, Assistant Deputy Minister of Labour, J. M. Sauriol, federal Department of Labour industrial relations officer at Montreal, presided over the meeting.

Productivity Council Requested To Continue Current Program

The National Productivity Council has been asked by the new Government to continue its current program and projected activities. George H. DeYoung, Council chairman, announced after a meeting in Montreal last month.

The proposed Economic Council of Canada, when formed, will absorb the National Productivity Council and its programs, Deputy Trade Minister James A. Roberts told the meeting. He said the permanent staff of the Productivity Council would be incorporated in the larger organization.

The National Productivity Council has been active during the past two years in stimulating labour-management-government consultative relations through seminars, work study programs and research projects.

The work study training program was advancing rapidly across the country, reported Dr. J. F. Lehmann, director of work study for the NPC.

A progress statement on the Halifax Work Study School was made by Commander D. T. R. Dawson, principal, and it was announced that a British Columbia Work Study School has been established; Prof. David Aird of UBC, who is going to Britain for advanced training, has been appointed to head the School and set up the courses.

The Council meeting last month followed a two-day labour-management seminar at the University of Montreal, attended by 165 leaders of labour, management, government and education. The seminar was the fourth national meeting of its kind sponsored by the National Productivity Council in co-operation with regional authorities, in this instance with the University of Montreal and the Quebec Economic Advisory Council. Earlier seminars were held in Kingston, Halifax, and Saskatoon. Others are planned for Vancouver, Toronto and Minaki Lodge, which, although in Ontario, will be the site for a seminar for Manitoba delegates.

Both Labour, Management Need Single Voices—Seminar Speaker

There is a need for unity in both labour and management groups, so that single voices could speak for the two sides. This was the view stressed by René Paré, President of the Quebec Economic Advisory Council, at the fourth annual labour-management seminar, held last month at the University of Montreal.

Mr. Paré pointed out that in Quebec there were two main labour bodies, but that together they could speak for only 30 per cent of the labour force. Later, William Dodge, Vice-President of the Canadian Labour Congress, stated that the CLC and the Confederation of National Trade Unions really spoke for all labour, for all practical purposes, and that it was not possible to organize workers in all trades. The need for unity in presenting facts and viewpoints, however, was acknowledged by all delegates.

Keith Cowan, Acting Executive Director of the National Productivity Council, said that labour-management committees, now operating in some 1,700 Canadian businesses, should broaden their terms of reference to assist Canada in becoming more competitive in world markets.

Prof. Arthur Lerner, Chairman of the Economics Department, Sir George Williams University, speaking on economic planning, commended the formation of the Quebec General Investment Corporation as an important tie between public and private investment in developing the economy. If a similar corporation was set up by the federal Government, it would boost the Canadian economy, he believed.

H. George DeYoung, NPC Chairman, stated that Canada's geographic nature required local and regional productivity and economic organizations. In this, Quebec was already ahead, he said, and local councils were in operation in Nova Scotia, New Brunswick, Ontario and Saskatchewan.

Longtime Ont. Labour Minister, Charles Daley Leaves Legislature

Charles Daley, Minister of Labour for Ontario from 1943 until 1961—a record period in that portfolio in any government of Canada—resigned last month as a member of the Ontario Legislature.

Mr. Daley, who is 72, was Minister without Portfolio from 1961 until October 1962.

He will remain as Chairman of the Niagara Parks Commission and as member of the International Bridge Commission and the Parks Integration Board.

CNTU Names Regional Directors

The Confederation of National Trade Unions last month announced the appointment of four regional directors. Those appointed, and their respective regions, are: Jean-Paul Geoffroy, Montreal; Robert Sauvé, Eastern Townships; Roland Martel, St. Maurice Valley; and Jean Paul Lalanette, Saguenay-Lake St. John.

Protective Board Secretary, CBRT's Stan Eighteen Dies

Stanley H. Eighteen, active in the Canadian Brotherhood of Railway, Transport and General Workers since 1923, died in Montreal on May 9 at the age of 62. At the time of his death, he was Secretary of the union's Joint Protective Board.

Mr. Eighteen was born in Reading, England. He came to Canada in 1920, and began his labour career by joining the Brotherhood in Brantford, Ont., in 1923. He was elected to different offices in his local, then Division No. 108. He became Chairman of the local and was elected Secretary of the Central Region General Adjustment Committee.

He became organizing representative, and subsequently, in 1942, General Chairman. His health began to decline in 1948, however, and in 1949, when the Brotherhood's constitution was changed, creating the Joint Protective Committee with its Joint Protective Board, he was not able to accept the secretaryship of the Board.

By the time the position again became open in 1955, however, his health had sufficiently improved to enable him to become Secretary of the Board, and he continued his work in this post until his death.

In spite of his failing health during recent years, Mr. Eighteen had accepted additional, heavy duties on behalf of the CBRT. He was largely responsible for the matching of seniority groups in the Brotherhood arising from fundamental changes in railway administration (L.G., Aug. 1962, p. 911).

Ont. NUPE Convention Approves Upcoming Merger with NUPSE

Delegates to a three-day convention last month of the Ontario Division of the National Union of Public Employees approved a resolution for merger with the National Union of Public Service Employees.

The two unions, both Canadian Labour Congress affiliates, become the Canadian Union of Public Employees at a merger convention to be held in Winnipeg in September.

Approval of the merger by the Ontario Division of NUPE was on condition that NUPE accept a *per-capita* tax of 85 cents a member per month and that agreement be reached on basic issues.

S. A. Little, National President of NUPE, speaking on the advantages of mergers, told the delegates that there were too many

unions in Canada. He thought a union should have at least 30,000 members across Canada before it could operate efficiently.

British NEDC Calls for Growth Of 4 Per Cent a Year Till 1966

The achievement by the British economy of an average rate of growth of 4 per cent each year between the end of 1961 and 1966 should not prove impossible, according to a report recently published in London by the National Economic Development Council.

The report, however, stipulates that four main conditions are essential to success in the attainment of this rate of growth:

First, exports will have to grow faster than industry has been planning, and there will have to be an improvement in Britain's competitive position.

Second, even if the supply of manpower in general is sufficient, expected shortages of certain kinds of skilled workers will have to be remedied.

Third, the forecasts received from industry which may be optimistic but do not seem impossible, will have to be met.

Fourth, since output in the first of the five years, which has already passed, has grown by much less than 4 per cent, this deficiency will have to be made up in the remaining years.

The report says that part of the necessary growth in the supply of manpower will come by increase in numbers, but part of it will have to be met by an increase in productivity. It notes that shortages of skilled labour have never entirely disappeared, even in periods of recession. Technological progress requires an increasing proportion of trained and technical manpower in the labour force, and experience suggests that a much bigger training program will be needed to overcome shortages resulting from a faster rate of growth.

If output is to rise by an average of 4 per cent a year, output per worker will have to rise by an average of 3.2 per cent a year, the report says. Since the underlying rate of growth of output per worker cannot be expected to reach this figure for some time, it may have to rise to about 3.5 per cent, or a little more, if the required average for the whole period is to be reached.

Regarding technical changes, the report says that two urgent needs are for measures to encourage a more rapid application of present knowledge in industry and commerce, and for a quicker introduction of new techniques, processes and materials.

Increase in 1st Quarter in Blind, Disabled and Old Age Allowances

During the first quarter this year, the numbers of persons receiving old age assistance, blind persons allowances and disabled persons allowances all increased, it has been reported by the Department of National Health and Welfare.

Old Age Assistance—The number of persons in Canada receiving assistance under the Old Age Assistance Act increased from 103,032 at December 31, 1962 to 103,159 at March 31, 1963.

The federal Government's contributions under the federal-provincial scheme totalled \$9,491,314.90 for the first quarter of 1963, compared with \$9,522,575.23 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$289,043,619.03.

Federal expenditures for the fiscal year 1962-63 amounted to \$38,179,031.59, an increase of \$7,368,446.43 over the expenditure of \$30,810,585.16 in 1961-62.

Blind Persons Allowances—The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,611 at December 31, 1962 to 8,634 at March 31, 1963.

The federal Government's contributions under the federal-provincial scheme totalled \$1,218,596.77 for the quarter, compared with \$1,217,688.81 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$40,567,509.51.

Federal expenditure for the fiscal year 1962-63 amounted to \$4,881,829.11, an increase of \$751,976.85 over the expenditure of \$4,129,852.26 in 1961-62.

Disabled Persons Allowances—The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 50,423 at December 31, 1962 to 50,621 at March 31, 1963.

The federal Government's contributions under the federal-provincial scheme totalled \$4,877,761.94 for the quarter, compared with \$4,865,570.91 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$108,178,533.79.

Federal expenditure for the fiscal year 1962-63 amounted to \$19,634,312.71, an increase of \$3,200,702.08 over the expenditure of \$16,433,610.63 in 1961-62.

In Parliament Last Month

Speech from the Throne—Unemployment on the serious scale of recent years is Canada's most urgent domestic problem, said the Speech from the Throne at the

opening of the 1st Session of the 26th Parliament on May 16, and it forecast fiscal and monetary policies that would "give priority to the encouragement of soundly based industrial expansion." New industries must be created "to provide the many new jobs that are needed every year," the Speech stated.

Particular measures affecting labour that were forecast in the Speech included:

—Provision for assisting labour and management to make manpower adjustments required by technological and other industrial changes, with a continuation of special assistance for technical training in co-operation with the provinces.

—Establishment of a department of industry "to foster industrial expansion and provide a central point to which industry can look for consultation, stimulus and assistance." An area development agency would be established within the new department to co-ordinate programs for areas of chronic unemployment.

—Amendments to the Atlantic Development Board Act "to strengthen the Board and to provide for a capital assistance fund through which it can promote basic projects in the Atlantic region."

—Establishment of a municipal development and loan board to enable municipalities, with the approval of the provinces, to carry out projects that will increase employment and improve services.

—Amendments to the National Housing Act.

—Establishment of a Canada Development Corporation "by means of which Canadians can more readily direct their savings to the building of new Canadian industries, and to increasing the Canadian ownership of existing industries."

—Establishment of an economic council of Canada, "in order to assist the government, industry and labour to develop means of ensuring in Canada the highest possible levels of employment, of efficient production, and of sustained growth for our economy."

—Continuation of the existing payments to railways, "pending the approval of long-term measures concerning transportation."

—Legislation to make . . . operative as soon as possible a comprehensive system of contributory pensions, to be "co-ordinated with the existing provisions for old-age security." Reference was made to "necessarily complex" arrangements in connection with this plan.

—Provision for sustaining the Unemployment Insurance Fund to meet the claims upon it, pending legislation on unemployment insurance that is under consideration.

McGill University's 15th Annual Industrial Relations Conference

Held this year in conjunction with the annual spring meeting of the Industrial Relations Research Association. Four sessions of program, which Assistant Deputy Minister helped arrange, each had a Canadian and an American speaker

The annual conference of the McGill Industrial Relations Centre this year was held in conjunction with the annual spring meeting of the Industrial Relations Research Association. The program for the joint meeting, held in Montreal on May 6 and 7, was arranged by Prof. H. D. Woods, Director of the McGill Centre; Mrs. Frances Bairstow, Assistant Director of the Centre; and Dr. W. R. Dymond, Assistant Deputy Minister of Labour, Ottawa; in co-operation with Dr. Charles A. Myers, Immediate Past President of the Industrial Relations Research Association, and the Association's executive board.

Each of the four half-day sessions of the conference had its own theme, and there were two principal speakers, one Canadian and one American, at each session except the third, at which, owing to the subject being discussed, there were three Canadian speakers. Short papers were read by several other speakers, and some discussion was held at the end of each session.

The themes of the sessions were: Session I, "Manpower Implications of Technological Change"; Session II, "Labour on U.S. and Canadian Railroads"; Session III, "Labour Relations Policy and the Building Trades in Canada"; and Session IV, "Public Interest Disputes and Their Settlement."

The speakers were: Session I, Seymour Brandwein, United States Bureau of Labor Statistics; and J. P. Francis, Director, Economics and Research Branch, Department of Labour, Ottawa. Session II, Philip M. Arnow, Assistant Commissioner, United States Department of Labor; and Phillip Cohen, Economics and Research Branch, Department of Labour, Ottawa. Session III, Rev. Gérard Hébert, S.J., McGill University; Prof. John G. Crispo, University of Toronto; and Prof. Stuart Jamieson, University of British Columbia. Session IV, Prof. H. D. Woods, Director, Industrial Relations Centre, McGill University; and Prof. Benjamin Aaron, Professor of Law, University of California, Los Angeles.

William Foote Whyte, Cornell University, IRRA President, presided at the conference luncheon, at which the speaker was Roger Chartier, Personnel Director, Quebec Hydro Commission.

Roger Chartier

A belief that there exists a common good, or public interest, that can—although with some difficulty—be defined and circumscribed at a given moment in a nation's life was expressed by Roger Chartier, Personnel Manager, Quebec Hydro, the speaker at the conference luncheon. He spoke on "Collective Bargaining and the Public Interest."

Such a common good should not be opposed to individual or group welfare, but it is not the sum of the various special interests, whether organized in groups or not. "Nor is it an automatic consequence of the struggle of the special interests. Such a common good is firmly embodied in each group and each individual, however transcendent it may be with respect to private interests." Nevertheless, the common good is normally, in a democracy, a reflection of private interests "shared by numerically, economically or morally important groups within the society," the speaker said.

"Who," he asked, "is in a position to see the public interest and to impose it as a guiding light?"

As a negative answer to the question, Mr. Chartier said that private groups or individuals were not in a position to define the public interest or to be guided directly by it in their own actions; nor should they be expected to do so.

In industry, this means that management and labour organizations, and individual members thereof, pursue their own private interests as best they can, and as they see them . . . I will even insist that managerial groups, labour unions and their members can and must directly seek the attainment of their own special interests, and of these alone . . .

But he denied that he was "inviting such groups and individuals to follow the path of systematic selfishness by setting for them as their sole concrete norm of action their special interests." The relationship between the private interests of groups and the public interest may be very close, however, he averred; and individuals and groups must take the public interest "into account as a basic datum [and] must never act against it."

In North America, our legal and economic framework does not easily lend itself to the utilization of the criterion of public interest

in union-management relations . . . Indeed, what is characteristic of both our collective bargaining systems and distinguishes them from the British or Continental ones is the accent on the individual plant as the typical locus of collective bargaining, and as the basic productive or distributive unit, at the local level.

Save a few exceptions, we do not have a vast contractual and regulatory basis, multi-employer and even industry-wide in scope. Our bargaining still favours the grass-roots dimension and reflects the spirit of free private enterprise and free individual contract, very slowly extended to larger and larger collectivities. Most contracts are negotiated at the local level between relatively free-moving parties . . .

One exception to this, Mr. Chartier remarked, was the system of decrees in the province of Quebec under the Collective Agreement Act, by which a collective agreement respecting any trade, industry or occupation could be extended to all employees and employers in the province, or in a part of the province.

If vast aggregates of unions and employers were allowed to negotiate for a whole industrial sector, both sides would be compelled to take the public interest directly into account, and they would move continually closer to it, the speaker said. "Slowly, selfish provincialisms would give way."

Since the parties to collective bargaining are not at present in a position to take the public interest as a direct guide in their negotiations, government remains as the institution that can define for them "the

elements of the common good in specific instances," the speaker argued.

While I reject all forms of totalitarian socialism or state corporatism, I am forced to realize that government, and government alone, is in a position to act as definer and distributor of the commonwealth, and to state clearly the demands of the public interest for private groups and individuals whenever the need arises.

Government would be well advised to consult socio-economic groups before defining the common good and guiding them to it; and government pronouncements on the subject would be the result of numerous pressures from within and from without. Thus, the government would "have to act primarily as an arbitrator, leaning to one side against the other, that is, favouring a given set of special interests which seem to be most compatible with what it conceives to be the right direction for the society's development and the proper definition of the people's will."

In conclusion, Mr. Chartier said:

In order to broaden the views of the parties to collective bargaining . . . governments must enlarge the scope of the bargaining unit and invite the parties, through their provincial or national organizations, to co-operate ever more closely with it in social and economic matters . . .

If we are serious when we pit union or management activity against the public interest, then many changes . . . must be brought about in our legislation, or rather in the administration of our legislation. The alternative to this is the *status quo*, which I do not favour.

Session I—Manpower Implications of Technological Change

Seymour Brandwein

A "rundown" of the situation in the United States in regard to research in manpower problems connected with technological change was given by Seymour Brandwein of the United States Department of Labor. Mr. Brandwein took the place of Seymour Wolfbein, Director, Office of Manpower, Automation and Training, U.S. Department of Labor, who was unable to attend. The subject of his address was "Implications for the United States of the Research Findings of the U.S. Department of Labor."

The speaker outlined the purposes of the Manpower Development and Training Act, recently passed by Congress, the general intention of which was to provide for the retraining of unemployed workers and for the conduct of research on manpower and the effects of technological change.

Some of the points contained in Mr. Brandwein's address were:

The development of new technology in industry has brought about an expansion of the occupations requiring skill, and a contraction in those requiring least skill. Unskilled jobs have so far "absorbed the casualties of the educational system," but they can no longer be relied upon to do this. The country can no longer afford to let young people leave school without training their minds so that they can take their places in industry.

The number of persons in the labour force under 24 years of age, which during the 1950's increased by 400,000, during the 1960's increased by 6,000,000, or 15 times as fast.

Output in the production industries has grown much faster than employment, and the increase in the number of new jobs in the non-production industries has not been enough to offset this lag. In coal mining, for example, 46 miners could now produce as

much as 100 miners had produced in 1947. And only one youngster in ten can now look for full-time employment in agriculture.

The introduction of new machines in home and industry has stepped up the need for repair skills.

The geography of job opportunities is shifting in many industries, e.g., meat packing.

Manpower must be developed to meet the demands of technological change if economic growth is not to be retarded. Space projects, which have high priority, will absorb much skilled labour that is needed in other industries.

Studies made by the Bureau of Labor Statistics have shown that the introduction of computers has caused little loss of jobs for those already employed, but has curtailed new hirings.

The Labor Department regards the federal Government's retraining program as a major research tool that can be used to find out how to make the labour force more adaptable and how manpower adjustment can be eased.

A study of the willingness of unemployed persons to undergo training has shown that many who were at first skeptical of their capacity to benefit by training became keenly interested when the matter was explained to them.

J. P. Francis

Technological changes are taking place in Canada at a rate that amounts to a revolution, and their impact on manpower requirements is considerable, J. P. Francis, Director of the Economics and Research Branch of the Department of Labour, Ottawa, told the meeting. He spoke on "Manpower Implications of Technological Change in Canada."

Technical changes in Canada have brought about significant alterations in manpower requirements, he said, and these changes have made it necessary that a growing share of the resources of the Canadian economy be devoted to education and training and that more attention be paid, in developing the education system, to the manpower needs of the economy.

The changes have made necessary also the development of new and more efficient mechanisms to permit wages more fully to perform their function of allocation of the labour force; and they have made it necessary that collective bargaining respond to labour market pressures in a way that will contribute to manpower adaptability and mobility without exposing the worker to insecurity and hardship.

Both private and public policy will need to respond to these challenges, Mr. Francis asserted. The effectiveness of the response will depend on an understanding of how the labour market functions in the face of a dynamic technology that is generating rapid changes in manpower requirements and of developing social welfare programs that tend to stand in the way of mobility and adaptability.

Mr. Francis began by describing briefly the studies of the effects of technical change on manpower needs that had been done by the Department since it began its research into this subject in 1956. It had soon been found, he said, that "technological change" for the purposes of such study had to be defined to include "the use of new materials, the substitution of capital goods for labour, the use of new production and distribution techniques, new methods of organization, and the development of more marketable products." The findings of the Department's research in this field have been published, he pointed out.

In his description of changes in manpower requirements, Mr. Francis cited agriculture as the most dramatic example: here, the use of machinery had brought about an increase in production in spite of a decline in farm employment. In manufacturing, employment in machine operation, material handling, and assembling has declined but employment in design, testing, production control and maintenance occupations has grown. Even in the air transport industry, "such occupations as flight engineers, flight radio operators, navigators, reservation agents, and even pilots, are becoming obsolete or declining in importance, while needs for a mushrooming variety of technicians and mechanics are growing."

And electronic data processing is beginning to change the character of office employment.

Dealing with the consequences of these changes for education and training, he first considered the purposes for which manpower has been used over a broad span of time. "To generalize, labour was originally used primarily as a source of energy or power, to carry, pull, push or lift objects in one way or another. The industrial revolution shifted the emphasis from labour as a source of power to labour as a means of applying mechanically produced power with dexterity to a wide range of tasks.

Now the modern technical revolution is again shifting the main ingredient of labour input from manipulative skill to an understanding of an organized body of knowledge. . . ."

Labour which is being used mainly as a source of power or energy is relatively inexpensive to provide, and the costs of its production are borne primarily by the individual and the family.

When labour is required for its manipulative skill, the costs of producing this kind of a worker—apprenticeship is an example—are shared by the worker and the employer.

When organized knowledge and the ability to apply it become the main ingredient, the costs of developing this kind of a labour supply "are usually far beyond those which can be borne by the individual worker and employer. These costs must be distributed generally throughout the whole economy if they are going to be met at all."

It was a recognition of this last fact that led to the enactment in 1960 of the new Technical and Vocational Training Assistance Act, which, in addition to providing, in co-operation with the provinces, for the expansion of training facilities for young people, and the cost of their operation, contained provisions under which the federal Government could share in the cost of training and re-training of adults already in the labour force, whether they were employed or unemployed.

Further education and training, the speaker said, were also important as a means of increasing the adaptability of existing manpower supplies to enable the workers to turn to new kinds of work as demand required.

So far he had dealt with the implications of technological change for the development of human resources in the long run. But changing technology also created a relatively short-run manpower adjustment problem. "How effectively has the labour market allocated and re-allocated manpower in the face of the extensive changes in requirements generated by technical change?"

There was no single answer to this question, Mr. Francis said. There were, in fact, many labour markets. In some of these, such as the market for "the emerging scientific and technical occupations," wages and salaries seemed to have been fairly effective in bringing about the necessary movement of workers; but in others, such as that for most blue-collar occupations, they obviously had not.

In the former case, there seems to be a national, and even international labour market in which workers are relatively mobile, and knowledge of job opportunities widespread. In the latter case, labour markets seem to be much more local in character, mobility exists to some degree within these markets but not between them, and ties of various kinds to the community seem greater.

In recent years, the service industries have been one of the main growth sectors of the Canadian economy, while goods-producing employment has been relatively stable. Although it would appear that a considerable shift of manpower to the service sector had taken place, in fact there has been very little shift. The explanation was that the new supplies of labour needed in the service industries had come from the increased participation of women in the labour force, and to a much lesser extent by immigration.

Immigration to Canada during the period since World War II had reduced "the importance of developing wages and other manpower policies to facilitate the labour market adjustments which an increasingly dynamic technology was requiring." But now that an immigration policy which had this effect was no longer possible, "and with a wave of new labour supplies coming forward as a result of native population growth, different and even novel labour market policies and programs are now required," the speaker asserted.

"Wages cannot be relied on as the only mechanism, or even as the significant one. A range of other programs are probably required to encourage the needed movement of workers, including an efficient employment service, retraining assistance, transportation grants, resettlement allowances, manpower change assessment incentives, and probably other special purpose facilitating mechanisms.

"An inefficiently functioning labour market leads to unemployment, underemployment, and high labour costs," Mr. Francis pointed out. It is important to facilitate the operation of the labour market as much as possible, yet the increasing necessity for re-allocations of labour is contradicted by developments that tend to tie workers to their present jobs.

One of the influences that restrict, or may restrict, the mobility of workers in Canada, he said, was the degree of home ownership, which might entail considerable loss for the worker in the event of a move. Another was the development, during the past 10 or 15 years, as a result of collective bargaining to protect job security, of "a

large number of private social security systems consisting of many elaborate arrangements which in effect build up an increasing degree of job attachment."

To the extent that these latter kinds of arrangements inhibit worker adaptation and mobility, there can be a conflict between public and private manpower policy. In the face of this conflict, it is not enough to say that certain collective agreement provisions should be dropped or drastically changed. Many of them, although tending to limit mobility, were designed to provide needed employment security for workers, as well as equity of treatment by employers. The problem basically is one of modifying these arrangements where possible to facilitate mobility and adaptation without shifting the costs of adjustment on to the worker, or exposing him to other kinds of inequitable treatment. In other words, some reconciliation of social and economic objectives is necessary.

"In Canada, there is some evidence that workers and employers are turning their attention in collective bargaining to this problem and seeking to resolve it," Mr. Francis said, citing as an example the 1962 agreement between the main railway companies and the unions representing non-operating employees.

"Private pension plans, whether established through collective bargaining or otherwise, are another important instance where employment and income security can come into conflict with the need for adaptation and mobility." The development of industrial pension plans has increased greatly, and the greater the equity built up by the worker in such pension schemes the greater the loss involved in moving to another employer.

"In a number of provinces, steps are now being taken to provide portability of pension rights in a way which will not only facilitate mobility, but make it easier for income security on retirement to be built up." He cited the step taken recently in the Montreal construction industry, where a new program introduced early in 1963 provided for portable pensions and group life insurance "in this highly seasonal industry with its mobile labour force." Although this latter plan had originally been agreed to by only about 500 employers in Montreal, it had been expanded by provincial decree to cover the entire industry within a radius of 15 miles of the Island of Montreal.

"The seniority provisions of collective agreements are another example of the basic conflict between security and mobility. Here, too, modifications of established seniority arrangements are starting to be made in a way which to some extent resolves the conflict," Mr. Francis said. So

far, these modifications had mainly taken the form of arrangements for transfer of employees to plants that had been moved or to new plants opened by a particular company, or the consolidation of seniority districts to allow movement to take place over a wider area of a company's operations without loss of seniority rights.

Another collective bargaining development, as yet uncommon in Canada, was the provision for payment of wages during retraining to employees likely to be displaced by technical change.

"In summary," Mr. Francis said, "there is some evidence then that one of the most institutionalized features of labour market activity, collective bargaining, is responding to the problems of manpower re-allocation which are being generated by the impact of technical change on the demand for labour. Not enough, however, is systematically known about these kinds of developments. There is considerable room for more research. . ."

Dr. Gerald Somers

The need for research on various aspects of industrial relations was emphasized by Dr. Gerald Somers, University of Wisconsin, the discussant in the first session of the conference. Two fields in which he thought research was particularly needed were: the difference between the short-run and the long-run effects of technological change on employment, and structural factors and insufficient aggregate demand as causes of present unemployment.

In studying the long-run effects of technological change, continuity was necessary, he said, and he advocated the use of case studies, preferably using a permanent panel of workers who could be examined over a period of years.

Some studies, he said, appeared to show that insufficient total demand, rather than structural factors, was the main cause of increasing unemployment. A study on whether mobility of labour is increasing or decreasing might throw some light on this question, he suggested. Some said that the rate of productivity increase was not accelerating. Is unemployment becoming more concentrated? Recent studies, Dr. Somers said, indicated that unemployment was more dispersed than it was in 1951, and that depressed areas were not increasing in importance as a factor in unemployment.

Research was needed in how policies relating to training, education, relocation of workers, and improvement in employment service facilities could best be implemented,

and how they were working now. Widespread retraining facilities were being pushed in both countries as a panacea for unemployment, and this was sure to create disappointment. Retraining was more likely to contribute to long-range economic growth than to reducing unemployment in the short run. Research was needed on this question also.

Research was needed in means of improving the geographical distribution of the labour force, and in how relocation policies were working out.

Referring to Mr. Francis's address, Dr. Somers said that he was not convinced that pension plans were an obstacle to labour mobility. Personal matters, he thought, were more powerful deterrents. But he thought there were indications that severance pay and supplementary unemployment benefit had deterred workers from moving. Research was needed to determine how far different schemes for softening the effects of layoffs were working at cross purposes.

The speaker said that he would like to see more research relating to the workings

of the labour market carried out by business concerns and unions. Both were close to the data required and had access to information, and their help was needed if all this research was to be done.

Answering a question regarding research into the moving of plants as opposed to moving workers as a means of relieving unemployment, Dr. Somers said that not much had been done so far, but that there were some indications that moving plants might not have such favourable effects on employment as had been supposed. In one case, most of the workers had had to be brought in from outside the district where the plant was established. Most of the rejected applicants had been the local unemployed. It might be desirable to move plants on social grounds, but the move must be to a viable area. This was another matter in which research was needed.

Dr. Somers said he would like to see both the Canadian and the United States Departments of Labour undertake research on such questions as these.

Session II—Labour on U.S. and Canadian Railroads

Philip M. Arnow

"The study made by the Presidential Railroad Commission is the most extensive exploration ever made of the elaborate system of rules, practices, and decisions that governs the manning of American railroads and the assignments and pay of the men who operate the nation's trains and engines. It is the first major review since the period of national control of the American railroads during and immediately after World War I."

Philip M. Arnow, Associate Commissioner, Bureau of Labor Statistics, U.S. Department of Labor, and former executive director of the Presidential Railroad Commission, gave this description of the Commission's work in a paper on "Findings of the U.S. Presidential Commission."

The most important of the subjects on which studies were prepared at the direction of the Commission, he said, were: the pay structure of railroad operating employees; the manpower situation, including employment trends, age distribution and length of service, rates of retirement, death and withdrawal, and unemployment and sickness benefits; and practices affecting operating employees in the industry. Because the entire pay structure and a number of fringe benefits were in dispute, the Commission authorized

a review of pay and benefit practices in other industries, including other transportation industries.

The broad conclusion of the [Commission's] report were several: that a gap had developed between technology in the industry and work and compensation rules, and that this gap had not been closed by bargaining as hitherto practised; that the rules governing the manning of engines and trains and the assignment of employees should be revised to permit the elimination of unnecessary jobs and, at the same time, to safeguard the interests of the individual employees adversely affected; that the entire complex and intricate system of compensation should be overhauled; and that procedures for the administration of rules and the disposition of grievances should be revised.

"The Commission strongly urged that solutions to the issues be found within the framework of collective bargaining," Mr. Arnow said. "It refused to recommend removal of the questions in dispute from the scope of collective bargaining, and stated its belief that procedures for handling them within the collective bargaining process could be achieved . . ."

The Commission's report, the speaker said, "listed four basic considerations that had governed the thinking of the public members: (a) that the nation is entitled to a safe and efficient rail transport system; (b) that management should be accorded reasonable opportunity to install techno-

logical improvements; (c) that employees are entitled to work under a sound and equitable pay structure and under conditions which promote efficiency, safety and security; (d) that where improvements in technology leading to greater productivity adversely affect employees, adequate provision must be made for their welfare."

Regarding manning issues, the Commission dealt with the general situation in the industry, the use of firemen-helpers on diesel engines, the training of engine service employees and the consist of train crews.

Respecting firemen in road freight and yard operations, "it found that there was a degree of over-manning so widespread as to warrant its conclusion that the carriers not be obligated to hire new firemen to man road freight and yard diesels, and be authorized to terminate firemen with less than 10 years' service. In the case of the crew consist issue, it found much less over-manning . . ."

The Commission's recommendation envisaged the retention of firemen with 10 years' service, all of whom were in sight of being promoted to engineer positions within a reasonable number of years; a schedule of benefits based on the Washington Job Protection Agreement, supplemented by substantial advance notice and retraining allowances, was provided for employees with less than 10 years' service . . . the present supply of firemen should provide an adequate source for new engineers for a number of years ahead. To ensure that there is an adequate training program to supply future engineers, the Commission recommended that the carriers and the engine service organizations establish a joint committee to develop a training program.

The Commission set forth its belief in both the benefits of technological progress and the need to protect employees who might be adversely affected by new technology.

The Commission found that the key area of dispute impeding the achievement of the benefits of new technology lay in the resolution of rules or agreement issues incident to technological change, such as seniority arrangements, the setting of job rates if job content were changed, the allocation of work among crafts, or other working conditions. It recommended that the parties, through the process of collective bargaining, agree upon procedures, including the possibility of arbitration, to resolve disputes over such rules or agreement issues when protracted dispute might impede the introduction of technological change or the realization of its benefits . . .

According to the recommendations, only two matters would be excluded from negotiation and arbitration: management's right to introduce technological changes—the Commission confirmed this—and the question of the protection to be given to displaced employees, which it regarded as a matter that should be covered by agreement in advance.

The range of issues concerning pay considered by the Commission was extremely complicated, including as it did "a system of limitations upon earnings through the device of mileage limits as well as a system of earnings guarantees, in some cases administered on a mileage rather than an earnings basis; a complex wage rate system involving intricate special allowances and system of rate graduation; and a system of selection of assignments by seniority . . ."

In addition there were issues of hours reduction and accompanying rate adjustment, and issues involving fringe benefits, all of which were also "intertwined" with wage structure considerations.

The Commission was disturbed about the unusually long hours worked by many railroad operating employees, and it "recommended that the present maximum limits on hours be shortened from 16 a day to 14, and eventually to 12, and that overtime pay be instituted for hours worked over eight where it is not now paid for such hours.

A series of recommendations was made to modernize the pay structure, including: the elimination of the dual basis of pay in local freight service and the substitution of a daily rate system; a basic revision of the dual system of road freight service so that pay would be based upon miles run plus hours worked in substitution for the present alternative method which frequently results in long hours with no overtime pay; compression of the vast differences that now exist in compensation by increases for a large proportion—as many as 75 per cent—of the employees involved; related adjustments in the systems of extra payments or "arbitraries," and in the systems of guarantees and limitations.

Since the compensation question before the Commission was revision of wage structure rather than an adjustment in the general wage level, the Commission held the net effect of its proposals, in terms of immediate impact on earnings, to an increase of approximately 2 per cent. The Commission strongly recommended that the parties establish joint continuing machinery for continuing work on the wage structure.

Fringe benefit recommendations were made in the light of the background of each issue in the industry. Holiday pay was given to employees who are paid on a daily basis without a mileage component in their basis of pay, or who would be so paid under the Commission's pay recommendations; it was denied to employees who would continue to be paid on a mileage basis.

Provision of away-from-home terminal expense was recommended, after consideration of practices in the industry and in other industries, when employees were released from duties away from their home terminals for five hours or more.

In conclusion, the Commission called for more modern and professional attention to the labour relations function within

management, to mergers among the employee organizations, to a review of the operations of the National Railroad Adjustment Board and to re-appraisal of the need for public financial support of neutrals used in deciding cases involving the application and administration of agreements.

"Above all, it repeated its emphasis upon the parties' establishing continuing joint machinery to ensure that a transition to a new state of affairs in the industry proceeds smoothly and expeditiously."

Phillip Cohen

Between 1948 and 1960, the total number of persons employed on the Canadian National Railways in the Maritimes region fell by 16 per cent, from 16,600 to 13,900, and between 1948 and 1958, "years in which physical output was approximately equal," from an index of 100 to one of 89.

These changes in employment were cited by Phillip Cohen, Chief, Training Research Section, Economics and Research Branch, Department of Labour, Ottawa, as evidence of the effect of technological change on manpower requirements on Canadian railways. In his paper on "New Technologies and Changing Manpower Requirements in Canadian Railroads," he pointed out, however, that "larger productivity gains have been achieved in the Maritimes region than in the C.N. system as a whole." This might be due to a number of factors, he said, "not the least important of which is the fact that changes in technology were introduced earlier and more intensively in the Maritimes."

This was the reason, he said, why experience in the Maritimes region gave a clearer picture of the impact of technological changes on manpower than could be obtained on other parts of the C.N. system, and why it provided "a guide to the possible impact of technological change in other regions of the C.N. and in the railway industry generally."

Technological change has had an important effect on employment and a drastic effect on the structure of the work force, the speaker said. Changes in both white- and blue-collar employment have had the general effect of raising the level of skill and technical knowledge required.

Regarding white-collar workers, electronic data processing has had an important effect on the kinds of persons in both management and staff who are required to deal with the new methods themselves, and on those who are displaced by these methods. It has reduced the number of persons required for routine clerical work, and has brought

into being a number of new occupations, such as programmers and computer operators. The new occupations generally require more education and technical knowledge than was needed in clerical work in the past.

Similarly, among blue-collar workers, one of the main effects of technological change has been to reduce the demand for unskilled workers and to increase the demand for the more highly skilled. The growing occupations, therefore, are generally those that call for more than the usual amount of education and training, and this makes corresponding demands on training programs within the railway industry and on the educational system outside it.

"To the extent that training and retraining can assist workers adversely affected by technological change, the railway industry, with its long tradition of training, is in a more favourable position to accomplish this than many other industries that lack this tradition," the speaker remarked.

His paper was based on the findings of a study conducted by the Department of Labour in the summer of 1961. For purposes of the study, "the Maritimes area," consisted of Nova Scotia, New Brunswick, Prince Edward Island, and "a small number of subdivisions in Eastern Quebec."

The most notable technological changes that have taken place in the railway industry in the Maritimes, Mr. Cohen said, were: dieselization, centralized traffic control, changes in the mechanization of ways and structures work, the use of new and improved materials, and electronic data processing.

Dieselization he described as "by far the greatest factor in improved efficiency." Changes in mechanization of ways and structures work has had "the greatest impact on manpower, next to dieselization." Potentially the most far-reaching of all the technical changes that have come into sight for the railways during the 1950's, next to dieselization, is the humpyard, he said. "The modern humpyard is probably one of the nearest approaches to complete automation on a large scale that is used in train operations today."

The use of diesels has had its main adverse effect thus far on employment in the shops, that is in maintenance and repair work. Diesels require far less servicing on the road than steam locomotives and . . . less frequent and less extensive repairs in the back shops. Moreover, replacement parts are usually bought from the outside, whereas most replacement parts for steam locomotives were manufactured in the railway shops . . .

Dieselization has had effects on other classes of employees, some favourable, some adverse. The decrease in freight firemen is a direct

result of dieselization, although traffic declines have also played a part. Less directly, it almost certainly provided an added impetus to the introduction of centralized traffic control on single track lines, which resulted in reduced maintenance requirements in the "Ways and Structures" division . . .

In "Ways and Structures," the two hardest hit groups were extra gang labourers and sectionmen. In "Transportation Non-Train," agents and caretaker agents at small stations, general and freight shed foremen, train dispatchers, and yard masters and their assistants all were adversely affected. In the "Transportation-Train" division, engineers, brakemen, conductors and firemen on both freight and passenger service all show marked declines over the period, Mr. Cohen said.

Among the occupational groups that experienced growth in the 12-year period, the greatest expansion occurred among heavy equipment operators, such as steam shovel, bulldozer and electric crane operators. Other broad occupational groups that more than doubled their employment levels are the professional and semi-professional occupations, various types of instructors, yard supervisory occupations, and machine operators . . .

Another technological change, one that has barely started and which should have "broad manpower implications," is that of "integrated merchandise services," which the speaker described as a system of transport by which goods in carload lots are moved by rail to distant centrally situated points, from which they are distributed in smaller lots within the surrounding district by truck. This method is also applicable to passenger traffic, buses and self-propelled railway cars being used instead of trucks.

"It is evident that this plan foreshadows the closing of local small stations to some extent and the abandonment of many branch lines," he said. But "present regulations—both federal and provincial—stand in the way of the plan in its totality," although its development was regarded favourably by the Royal Commission on Transportation, and the trend "strongly suggests" that it will eventually come into existence. "Piggy-back" and "containerization" were among the methods used in integrated merchandise services.

Electronic data processing, the conversion to which began in the Maritimes area in 1956 with payroll operations, by the end of 1960 had embraced capital accounting, accounts payable, car tracing and car accounting, revenue accounting, labour cost distribution, and various other tasks. "There is every indication that other clerical functions will also be moved to E.D.P.," Mr. Cohen said.

Rising productivity indicates a more efficient use of resources, the speaker pointed out, using three measures of productivity as illustration. In the Maritimes, car-miles—a physical measure of output—rose from an index of 100 in 1948 to 114 in 1960, an increase of 14 per cent. Gross ton miles—another physical measure of output—were almost 20 per cent higher in 1960 than in 1948. Revenue units, however, increased at a slower rate, less than 7 per cent.*

"Labour input per car-mile fell about 34 per cent, in terms of man-hours worked," Mr. Cohen reported.

He then said that the skill level of the labour force had increased significantly over the period. Skilled workers rose from 24 per cent to 28 per cent, semi-skilled from 37 to 38.5 per cent, whereas unskilled workers declined from 38.5 to 33.0 per cent of total employment. Skilled and semi-skilled workers accounted for roughly two thirds of all employees in 1958 compared with three fifths in 1948.

Technological change has had a marked effect on occupational structure. And the greater proportion of occupational changes in all five functional divisions tended to occur in the period 1955-60, a period when capital investment per employee was rising.

This would tend to indicate that the rate of technological change was greater in the post-1955 period than in the earlier period. This is further borne out by the fact that employment levels in an overwhelming majority of the occupational groups declined in the period 1958-60, at the very time when output rose in the order of 15 per cent.

"The cumulative effects of all the changes," Mr. Cohen concluded, "has meant that large numbers of employees have been faced with a serious disruption of their pattern of work, place of employment, skill, and in many instances with a loss of employment. This has confronted management, labour organizations and the workers affected with the serious problem of adjusting effectively to the dramatic changes that have taken place."

He said, however, that the settling up, by the recent agreement with the non-operating unions, of a job security fund to deal with these problems of adjustment reflected an awareness on both sides of the need to find acceptable solutions to the human consequences of technological change.

*A car-mile is a unit of car equipment moved a distance of one mile, a ton-mile is a ton moved one mile in road freight or passenger trains, and a revenue unit is a measure of revenue output consisting of revenue ton-miles and revenue passenger miles in the ratio of 1:2, which approximates the relationship between the two on a revenue basis.

Morris A. Horowitz

The Canadian solution to the diesel firemen issue proved to be rather lenient for the employees involved, as was implied by testimony of both the carriers and the Brotherhood of Locomotive Firemen and Enginemen before the Presidential Railroad Commission appointed in November 1960 to inquire the question of work rules on railways in the United States.

This statement was made by Morris A. Horowitz, Northeastern University, Boston, in a paper read in the period after the addresses of Philip Arnow and Phillip Cohen. The paper was titled "The Diesel Firemen Issue: A Comparison of Treatments."

The diesel firemen question was "the critical issue in the current work rules dispute between the American railroads and the labour organizations representing the operating employees," he said.

"For a number of years after the introduction of diesel engines by American railroads in the late 1920's and early 1930's, only one man, an engineer, was generally used on diesel locomotives," Mr. Horowitz pointed out. In 1937, however, as the result of negotiations that followed a request made by the Brotherhood of Locomotive Firemen in the previous year, "the so-called National Diesel-Electric Agreement of February 28, 1937" came into effect. This agreement "for all practical purposes required the use of a fireman-helper on almost all diesel locomotives in use at that time."

The agreement, according to the union, meant the employment of some 700 additional firemen; but by 1962 the problem of firemen on diesels had increased manyfold, and the number of men involved had grown to "well over 30,000," Mr. Horowitz said.

The use of diesel locomotives began later in Canada than in the United States, the first being used in yard service by the CPR in 1943. Shortly afterwards, as a result of discussions with the Firemen's union, the company began to assign firemen to yard diesels. It was not until December 1948, however, that the "diesel rule," similar to the provisions of the U.S. agreement of 1937, was included in a collective agreement.

In 1954, the company notified the union of its desire to amend the diesel rule to allow diesels to be operated without firemen. This proposal was later withdrawn, but was "seriously" renewed in 1956. In the same year a similar proposal with regard to the National Diesel Agreement was made by the American railways for

the first time, after they had been operating diesels with firemen for 20 years.

The Canadian National withdrew its 1956 proposal to change the diesel rule, and the "carriers in the United States also withdrew their proposal as part of the settlement for a three-year agreement that included a moratorium on changes in working rules. The Canadian Pacific, however, perhaps foreseeing increased difficulties with this issue as more time passed, refused to withdraw its proposal.

The speaker went on to outline the progress of the dispute between the CPR and the union, leading to the appointment of the Kellock Commission in January 1957, the report of which was rendered in December of the same year (L.G., 1958, p. 256); the subsequent short strike; the signing of an agreement by the CPR and the union in May 1958; the opening of the question by the Canadian National, and the signing of an agreement by that railway with the union in April 1959.

He then described briefly the progress of events in the United States, beginning in November 1959, when the American railways demanded a rule that would give the carriers the right to decide when firemen were needed on other than steam locomotives. This led to the appointment of the Presidential Railroad Commission on November 1, 1960.

The speaker said that CPR witnesses at the hearings of the Presidential Railroad Commission showed that they were dissatisfied with the slowness of the rate at which the number of firemen on diesels was being reduced under the agreement and said that it had been agreed to only because it seemed the expedient way to settle the dispute. The evidence before the Commission seemed to warrant the inference that the process of eliminating the firemen from diesels in freight and yard was "much slower than anticipated," Mr. Horowitz said, and it appeared likely that it would take longer than the 10 years the CPR had originally estimated it would take.

The Presidential Railroad Commission had shown itself "concerned lest the procedures for eliminating the firemen from the diesel locomotives drag out the final solution." If its recommendations were at length accepted, "the final solution to employment of firemen-helpers on diesel locomotives will be reached much more rapidly in the United States than in Canada."

Mr. Horowitz outlined these recommendations. Their effect, he said, would be that "within five years after adopting the recommendation, the railroads in the U.S. would have reduced the number of firemen-helpers

by about 44,000, or 66 per cent of the total."

The Canadian plan provides a much slower process—more nearly normal attrition. Nevertheless, he said, the proposal in the U.S., although less lenient for the fire-

men, did provide job protection for the long-service men and some financial benefits for many of the younger employees "who can be rather easily trained for other jobs, and who can readily move to other employment."

Session III—Labour Relations Policy and the Building Trades in Canada

Rev. Gérard Hébert

Quebec's system of "juridical extension" of a collective agreement to cover all employers and employees in the same industry in a certain region seems to be rather well suited to the construction industry, "in which competition is keen, unionization difficult and conflicting forces constantly at work," said Rev. Gérard Hébert, S.J., of McGill University in a paper on "Juridical Extension and the Building Trades in Quebec."

Father Hébert, after a brief description of the system, dealt with its impact on labour and management organization, the bargaining unit, the wage level, and on industrial conflict.

From the workers' point of view, perhaps the most important effect of the decree system is that it has imposed a uniform rate of wages throughout the industry for each type of on-site construction work for union and non-union workers alike, he said. This was in contrast to conditions in large metropolitan areas in other parts of Canada, where wide differences were found between union and non-union rates. A few years ago in Toronto, for example, union carpenters working on industrial and commercial projects earned \$2.90 an hour and carpenters working on non-union residential construction, \$2 an hour or even less.

Regarding the effect of the uniform rate of wages under the decree system on the general level of wages, Father Hébert said:

The relative differential between the Toronto union rate and the Montreal decree rate for construction labourers has been substantially narrowed since the inception of the decree system in Quebec. This suggests that the labourers' rate in Montreal under the decree system is effectively a union rate, the remaining regional differential being explained by the different economic environment. For the most highly paid workers of the industry, the Toronto-Montreal relative differential has not decreased in a permanent and noticeable way, but it has not widened . . . [But perhaps they] could have obtained better rates of wages on big union contracts under a different system.

The decree, owing to its effect on the structure of the bargaining unit, and owing to "uniform across-the-board wage increases for all trades . . . granted every one, two, or three years, according to the length of

the contract," has resulted in bettering relatively the position of the lower-paid categories, he said, adding, "This effect, although involving its difficulties and problems, may not have been too far away from the purpose of the founders of the Act."

Regarding labour and management organization, Father Hébert said that the decree system has had a definite influence, although it is difficult to assess its exact importance.

During the first years of its application, between 1935 and the beginning of World War II, it undoubtedly caused an increase in the number of local unions in the building trades; but since World War II the impact on unionization is much more difficult to evaluate.

In the day-to-day life of the union, the existence of a decree creates the following difficulty: the workers being protected by the decree and having to pay a levy to the joint committee do not see as clearly as they otherwise would the reason for joining a union. Concerning the effect of this situation on unionization, no absolute conclusion appears possible.

A comparison of the situation in Quebec with that in Ontario, however, "tends to show that the development of labour unions in the construction industry in Quebec has been roughly comparable to that of corresponding unions in the neighbouring province . . . this would imply that, on the whole, the adverse effect of the decree system on unionization may not have been as wide as one might think . . . In spite of the presence of the syndicates and of the decree system in Quebec, some international unions, as far as the number of their locals is concerned, have grown in much the same way in Quebec and Ontario, and even in British Columbia . . . On that basis, an hypothesis could be made to the effect that factors other than the decree system may have had a greater influence on the development of unions.

Concerning management organizations, the impact of the decree system is probably subject to less controversy, although the general influence may have been more scattered over time. Due to the obligation of bargaining regularly in order to maintain and amend the decree, employers were forced to get together and take a common position. Construction associations existed in Montreal and Quebec before the establishment of the decree system;

but everywhere else they appeared following the application of this labour-management relations formula. On the other hand, in many areas, especially in less populated and less economically developed districts, juridical extension of a collective agreement was bargained for by a group of employers lacking any formal association among themselves . . .

The juridical extension of collective agreements presupposes the existence of a labour organization and, because of the structure of the construction industry, at least an incipient management organization. This in itself is a factor of cohesiveness and of a certain unity . . .

The effect of the decree system on the bargaining unit has been to establish a multi-employer, multi-trade and geographic unit, Father Hébert said, although, he pointed out, there were a few instances of multi-employer bargaining in Quebec before the system was established in 1934. But "the basic idea of juridical extension renders single-employer bargaining useless except in special cases."

Multi-trade bargaining is even now very seldom found in the building trades on the North American continent, Canadian examples being limited to a very few huge projects, he said.

Definition of the bargaining unit with reference to a geographic territory is the third major characteristic of the Quebec system, Father Hébert said. There has been an evolution in British Columbia in that direction for a number of years, and the Ontario Royal Commission on Labour Relations in the Construction Industry had recently recommended certification for building trades unions should be applied to a given territory. But under the Quebec system of juridical extension, "the territorial bargaining unit becomes a necessity."

Turning to the effect of the decree system on industrial conflict, the speaker said:

The construction industry in Quebec in comparison to the same industry in other provinces and in the United States has been extremely peaceful, although strikes do occur once in a while for various reasons. With respect to industrial peace, the influence of the decree system seems to have been very important. By ensuring to all construction workers relatively good working conditions, the system has removed one of the main, if not the main cause of industrial conflicts. The structure of the bargaining unit, with its multi-trade composition, has also had a stabilizing influence on industrial relations . . .

A second factor in the industrial peace promoted by the system has been absence of jurisdictional conflict, as a consequence of the detailed definitions of trades that appear "in every single decree now in force in the province." A third factor which may have had the deepest influence in keeping the industry peaceful, Father Hébert said,

appears to be the long experience of bargaining that has resulted from the decree system.

The frequent and regular contacts of the interested parties which have been going on for almost 30 years have given the persons concerned enormous experience in bargaining together, and have created real friendship among them. This helps in solving peacefully the many problems that arise between the parties both during and after the bargaining period.

Prof. John H. G. Crispo

"The key to a lasting improvement in labour-management relations in construction lies in a gradual centralization of bargaining practices in the industry . . . Only by moving toward a modified form of industry-wide bargaining—at least within each of the major sectors of the industry on a local basis—is there much hope of reducing the difficulties raised by the existing segmented approach to collective relations in the industry," said Prof. John H. G. Crispo of the School of Business, University of Toronto.

Such a movement, he explained, would probably lead to a speed-up in the trend toward more standardized working conditions in the various trades, to a reduction in the incidence of staggered trade-by-trade tie-ups, to a more ready means of sorting out jurisdictional difficulties, and other improvements.

"In the long run, a movement toward more centralized bargaining would no doubt contribute to a gradual consolidation among the building trades unions, one of the ultimate solutions to the labour problems of the industry."

Prof. Crispo devoted the first part of his paper, on "Union-Management Relations in the Construction Industry: The Outlook in Ontario," to a brief review of the conditions in the industry in the province that led to the appointment of the Goldenberg Commission, and to a consideration of that Commission's report (*L.G.*, July 1962, p. 775).

After giving a summary of the recommendations of the Commission that the Government had acted upon and those that it had so far left in abeyance, he said that, "because a number of the major recommendations of the Commission have yet to be acted upon, it is impossible to assess the over-all impact of its proposals."

But, he asserted, most of the Commission's suggestions—aside from those designed to curb exploitation of labour and to reduce the incidence of illegal activity—were intended to do little more than pave

the way for an improvement in labour-management relations in the industry. And, if this was the general objective of the Commission, "it is debatable whether the proposed changes go far enough." There were two further possibilities that should be considered, he suggested, both of which aimed at facilitating multiple bargaining in construction.

The two possibilities were: a change in the appropriate unit for certification, and measures to strengthen the position of the contractors' associations.

The Goldenberg Commission had realized, Prof. Crispo said, that in the construction industry the appropriate unit, for both certification and bargaining purposes, was "the local labour market for a given type of tradesmen."

The Commission, however, had limited itself to recommending that multi-employer certification on an area basis be limited to those cases where each of the employers involved was willing to consent to it, and where the applicant union was able to adduce evidence of majority support among the employees of each individual firm. "Given these limitations," Prof. Crispo said, "it should be obvious that any such concession is likely at best to be of marginal practical import.

Ultimately, the only way to make any progress in this direction will be to provide for compulsory multi-employer certification, within each trade, on an area basis. Although it might be necessary to subdivide the industry for this purpose (i.e., along such lines as road-building, residential construction, and commercial and industrial construction), "this would still amount to a significant advance over the present arrangements.

In the absence of such a change it is doubtful whether any sort of stable relationships can ever be expected to emerge in those sectors of the industry which have characteristics similar to those in the residential field. Wherever there are many firms, turnover is high, and competition is intense, it will remain unduly difficult for the building trades to establish and maintain themselves in a stable position in the industry. As long as this remains the case, periodic outbreaks of violence and chaos may be unavoidable.

Dealing with "the critical role" contractors' associations play in the collective bargaining framework of the industry, he said that over the years these associations have been assuming an increasingly significant part in bringing about more multiple negotiations in construction. Although the Goldenberg Commission had strongly endorsed any movement in the latter direction, "it did not link its views on this subject to the position of the contractors' associations in the industry. Instead, it contented

itself with recommending that provision be made for a degree of multi-employer and multi-trade certification."

Prof. Crispo suggested, however, that a "more formal recognition of the role contractors' associations play in the construction industrial relations system would be a far more effective way" of facilitating multiple negotiations.

Regarding the attitude of the unions, he said "most of the building trades have long resisted the idea of multi-trade bargaining because of the reduction in bargaining power which they feel would result from it." Notwithstanding an apparent growing interest in such a possibility among the construction unions in Ontario, the speaker said, "It is doubtful whether any of the major unions in the building trades have yet come to the point where they would be prepared to surrender sufficient autonomy to enable any real progress in this direction. They are much too aware of the advantages of the whipsaw technique—both within and between the trades—to give it up lightly.

"If a gradual movement toward more multiple bargaining in construction is essential to a rationalization of labour-management relations in the industry, it must largely depend upon the contractors' mustering sufficient strength to insist on it," Mr. Crispo argued. "Because of the competitive nature of the industry, however, contractors and their associations have frequently lacked enough power and cohesiveness to withstand the divide-and-conquer tactics of the unions . . .

From the point of view of the contractors, there is no ready solution to this problem. An agreement to pool losses in the event of a strike would be one possibility. Potentially more effective would be the adoption of legal or extra-legal means whereby individual contractors could be induced to transfer their bargaining rights to an appropriate association of contractors. Experience in Ontario would seem to suggest that this sort of approach may hold out the only hope for building up sufficient strength among the contractors' associations to enable them to insist on multiple negotiations.

One way of strengthening the position of the contractors' associations would be "to grant to these associations the right to seek the same type of exclusive bargaining rights for their members as has long been the prerogative of their counterparts, the unions. While this would not of itself rule out such practices as whipsawing, it might make them more difficult to employ. Once having certified a given contractors' association, for example, it could be made an act of bad faith for a union to attempt to deal with an individual contractor on a separate basis As a further refinement of this

general approach, provision might also be made for something akin to union security for such associations."

But "in considering the pros and cons of compulsory multi-employer certification and/or certification of contractors' associations, a number of difficulties must be borne in mind," Prof. Crispo pointed out. Even more basic than the administrative feasibility of these possibilities is the question of their potential effect upon the public at large. "Although the difficulties that had plagued the construction industry in Ontario in recent years were obviously detrimental to the public interest, the cure proposed might turn out to be worse than the disease."

Assuming that the measures discussed above would in fact contribute to the emergence of a more rational industrial relations system in construction, that by itself is not sufficient to prove their desirability. Either by themselves or in combination, there is the fact that such measures would tend to facilitate whatever opportunities there may already be in the industry for union and management to engage in collusive practices in restraint of trade. This sort of risk would have to be weighed against the advantages which might be expected to accrue from the introduction of such measures before an intelligent assessment of their net effect could be made.

Dr. Stuart Jamieson

During the decade 1950-60, construction workers in British Columbia accounted for almost 25 per cent of all strikes, although they comprised only 8 per cent of all union members in the province; in the rest of Canada and in the United States, construction workers accounted for approximately 18 per cent of all strikes, said Dr. Stuart Jamieson, Professor of Economics, University of British Columbia, in a paper entitled, "Economic Instability and Industrial Conflict—The Construction Industry in British Columbia."

From a comparative study of changing patterns of industrial conflict by Ross and Hartman, Dr. Jamieson quoted the finding that in almost every one of the 15 nations they surveyed, the average duration of strikes had declined since the pre-war period; but in Canada, the average duration had almost doubled in the decade after the war compared with the decade before the war. In British Columbia, the average duration of strikes during the 1950's was almost 50 per cent above the Canadian average.

Here Prof. Jamieson explained the classification of strikes into two categories: legally authorized "economic" or "interest" disputes, and illegal "protest" or "wildcat" strikes. Most of the construction industry strikes in British Columbia in the 1950's had been in the latter category, he said, which was

contrary to general world-wide trends, but most participants and man-days of employment lost had been in the economic strikes category.

Unusual also was the timing of the economic strikes—they were concentrated in years immediately following, rather than preceding, boom periods of business activity. He went on to explain the reasons for this divergence from the norm—such as drastic structural changes in the industry during the period, and unusually rapid population growth and economic expansion.

A changing union pattern, construction work on major projects carried out by large international firms, "international agreements" between such firms and numerous international construction unions, and conflict between local union groups and their headquarters in the United States, had contributed to the unusual pattern in the province. Fluctuations in the construction industry of the province had also been much more extreme than in Canada as a whole. The pattern of capital investment had been uneven as well. Construction booms had resulted in the making of wage offers and the granting of fringe benefits that were too high "over the long pull" as far as the general public and smaller companies were concerned.

The biggest and most-prolonged "interest" disputes in the history of the B.C. construction industry occurred during 1952 and again in 1958, and practically all of these, in contrast to the wildcat strikes, were in the building section of the industry, and in the metropolitan Vancouver area, not in the major projects located farther out. Disputes in the industry fell sharply after 1958, said the author, "due to the continuation of serious unemployment and a low level of construction activity."

New provincial legislation enacted in 1959 should discourage illegal strikes in the future, and more efficient handling of grievances by both unions and employers, together with a consolidation of agreements with employers, would reduce the number of future disputes, he believed. (See also "Regional Factors in Industrial Conflict," by Prof. Jamieson in the September 1961 issue of the *LABOUR GAZETTE*, page 878).

Peter Stevens

The fundamental problem for both labour and management in the unionized sector of the construction industry during the boom period since World War II has been "the snowballing effect of resorting to short-term expediency," Peter Stevens, Director of Labour Relations, Canadian Construction Association, told the conference in a short

address on "Labour Relations Policy and the Building Trades in Canada." Mr. Stevens was one of the discussants at the session on labour relations in the building industry.

In the present "buyers market" labour and management now acknowledge that they have together "slowly but surely in some trades, been pricing themselves out of some markets altogether, e.g., bricklaying and plastering." Unions have to come to a better realization "that what matters more to most construction workers is their annual income rather than the hourly wage rate," the speaker said. The aim of labour relations in the industry should be "a greater volume of work giving labour more employment with gradually improving working conditions, and contractors a better chance to perform more work" at a reasonable profit.

This aim, Mr. Stevens suggested, could be reached through the pursuit of three long-term goals: the widest possible acceptance of multiple bargaining; the minimization of competition that is based on differences in wage rates, fringe benefits and hours of work; and a more responsible attitude by labour and management both at the bargaining table and during the life of collective agreements.

Multiple bargaining, which means that all trades negotiate one agreement covering one project, centre or area, "does not necessarily mean that the various crafts need to lose their identity or bargaining power. Separate appendices for each trade can take care of this," he said. But it does mean better protection for contractors against delays as a result of staggered work stoppages, and for union workers against picket-line-crossing problems.

Equality of wage rates, fringe costs and the hours of work does not mean equality of labour costs. These productivity will govern through job organization and work performance. This situation can probably best be brought about through a special construction industry Fair Wage and Hours Work, or Standards Act . . . Such legislation would need to provide for really effective enforcement—probably on the proven Quebec lines by "joint committees." . . . It would also—to overcome union objections—probably need to include some form of indirect protection of their legitimate interests. . .

Most important is the need for all parties to accept still more of their respective full share or responsibility both at the bargaining table and during the life of an agreement, Mr. Stevens said. To management this means recognition of substantiated valid union demands and full compliance with all agreement provisions without attempts at "cutting corners". To labour this means a realistic approach to negotiations on the

basis of workers' best long-term interests. It also means the elimination of jurisdictional disputes and picketing for strikes during the life of an agreement, which are illegal in Canada. It may in time also mean the recognition of new trades and the consolidation, if not elimination of others.

"We must look ahead, learn from the past and resolve to resist once and for all short-term expediency temptations. We must carefully pursue long-term objectives and lay out a time schedule to implement these," he said in conclusion.

Dr. Gordon Blake

Dr. Gordon Blake, United College, Winnipeg, another discussant at the session on labour relations policy and the building trades, commenting on Father Hébert's address, thought that the Quebec system contained inherent biases, and that it involved the government deeply, placing great responsibility on the Minister of Labour, of whom it required "serious value judgments." It might spread a bad bargain as well as a good one, and it might accentuate wage increases or lags.

Under the Manitoba Fair Wages Act, a Fair Wage Board annually determined and reported to the Minister of Labour on wages and prevailing rates in on-site construction work. The Minister might approve or disapprove the recommendations. Dr. Blake thought that the results were not essentially dissimilar from those reached under the Quebec system, and they amounted to compulsory arbitration in the construction trades.

He said that Prof. Crispo's observations regarding future methods in the construction industry in Ontario might be unrealistic, but they were eminently courageous. What was wanted in the construction industry was a permanent labour force.

Question Period

In the question period at the end of session on building trades and labour relations, Father Hébert, replying to a question about political interference under the Quebec system, said that it was necessary to distinguish between the jurisdiction of a decree and its content. Examination showed that the influence of government had been important, but more regarding the jurisdiction than the conditions of an agreement. Under the Canada Labour Relations Act, he remarked, the Board had the power to decide upon jurisdiction; and although there had been some political interference in Quebec, there must be an authority regarding territorial and industrial jurisdiction.

Replying to another question as to why a similar system had not worked better than it had in other provinces in the 1930's, Father Hébert thought that the reason it had worked in Quebec and not elsewhere in Canada was to be found in the social environment, which in Quebec was more under European inspiration. The French culture, he thought, had helped to prepare the people for the legislation.

Prof. Crispo remarked that the system had had some success in the garment trades in Ontario. Lack of enforcement by government might be one cause of lack of success, he suggested.

Mr. Stevens agreed that enforcement was important. No working standards legislation was worth the paper it was written on unless it was enforced, he said.

Answering a question about racial discrimination in the unions as a factor in the lack of organization among Italian cement workers in Toronto, Prof. Crispo said that there was some evidence to support this; but, on the other hand, some unions included many Italians. He thought the causes were to be found more in the nature of the industry. The unions had appeared to be quite content to build a wall around the organized territory, and not to worry about the workers outside.

Session IV—Public Interest Disputes and Their Settlement

Prof. H. D. Woods

Canadians have already accepted intervention by government in labour-management negotiations to a degree that usually shocks Americans when they first encounter it, and in general there is a much higher rate of direct participation by government in economic life in Canada than in the United States, said Prof. H. D. Woods, Director of the McGill Industrial Relations Centre, who spoke on "Canadian Policy Experiments with Public Interest Disputes."

Prof. Woods's address was devoted mainly to a description of Canadian legislation dealing with public interest disputes. Starting with the unsuccessful Mines Arbitration Act passed in Nova Scotia in 1888, he went on to describe the Railways Labour Disputes Act passed by the Dominion Parliament in 1903, as a sequel to a strike of Canadian Pacific trackmen in 1901. The bill that was the basis of this Act, when first introduced in 1902, provided for compulsory arbitration of labour disputes on railways, but owing to labour and other opposition to compulsory arbitration, it "resulted in the measure coming out as compulsory conciliation."

He described the combining, in 1906, of the 1903 Act with a general voluntary Conciliation Act of 1900 into the Conciliation and Labour Act, with the result that the Dominion had a provision for voluntary conciliation of any dispute, and compulsory conciliation, investigation, and reporting in railway disputes alone; then the Industrial Disputes Investigation Act passed by Parliament in 1907, following a severe coal mine strike in Alberta in 1906, which "borrowed the principles of compulsory mediation and investigation from the earlier railway act, and added the suspension of

the strike," and broadened the scope by making its provisions applicable to several classes of industries; then the Industrial Relations and Disputes Investigation Act of 1948, which grew out of experience during the Second World War.

Two important consequences flowed from this wartime experience. The first was that a technique which had originated with the Railway Labour Disputes Act of 1903, which recognized railway disputes as matters of public interest, had become so wide in coverage as to be hardly distinguishable as a technique designed for emergency situations. The second was that in the postwar period the country did not revert to the *status quo ante*, but instead carried into peacetime as permanent policy for general application the old compulsory conciliation technique which had been applied for over forty years to public interest disputes only.

Prof. Woods also outlined the Alberta Labour Act and the Manitoba Labour Relations Act, both intended to protect the public interest from the consequences of industrial conflict. Neither of these has in fact been invoked, but by their very existence they may have had an influence on the behaviour of the parties in industrial relations, he said.

About the Alberta law he said:

The Minister is empowered to do "all such things as may be necessary to settle the dispute." This last authority would appear to include compulsory arbitration, and the Act is so interpreted by the Deputy Minister of Labour of the province . . . it might be worth noting that a feature of the law is its built-in uncertainty. The parties have no advance knowledge of any specific step that might be imposed by the Minister under the emergency provision, but only that he is empowered to do whatever is necessary to produce a settlement.

"There has been considerable experience, particularly in Quebec, with legislation designed to supplant part of the normal collective bargaining and dispute settlement process by procedures especially designed for certain public service relationships where, presumably, it is not in the public interest to permit a cessation of the service." The speaker gave as an example the Quebec Municipal School Corporations Act, which "in effect, imposes standing boards of arbitration on municipalities and school corporations and their employees . . ."

"The procedures differ from the provisions in Manitoba and Alberta in one very important respect. In Quebec there is no governmental discretion regarding the application. In other words, the Quebec machinery is operative automatically and is used extensively . . ."

Prof. Woods also gave some description of "ad hoc legislation" in Canada, such as the Maintenance of Railway Operation Act, which in 1950 put a stop to a strike of 15 non-operating railway unions, and provided for compulsory arbitration—a provision that was put into effect.

The speaker remarked on the lack of research and discussion in Canada "such as that which has been sparked by the emergency provisions of the Taft-Hartley Act." He said that "the only legislative provisions in this country which resemble the Taft-Hartley measure have not been used, and therefore have provided little basis for discussion, and no research."

This lack of research and discussion, he thought, was probably the result of the course that events have taken in Canada. "Canada's major experiment in intervention started with public interest disputes. Ultimately the technique worked out was enlarged in scope until it became a procedure of general application. In the process, public interest disputes were swallowed up in a sea of general disputes."

We have learned something from the experience with special legislation, such as the law relating to public service employees in Quebec and elsewhere, but we have really had no thoroughgoing analytical study of these experiments. Some work has been done on the railway labour disputes arbitrations, but little has been published. Unfortunately, while American experience is valuable for us, we cannot find in that country a ready-made model to be applied here. The strong American resistance to intervention of any sort has given them an industrial relations public policy quite different from Canada's . . . Conversely, the United States is not going to find in Canada a formula to relieve the President of the awesome responsibility imposed by the emergency clauses of Taft-Hartley . . .

But "plans are underway for a full study of the Canadian experience at the McGill Industrial Relations Centre," Prof. Woods said. "Undoubtedly comparison with the United States will be a major part of that effort."

Benjamin Aaron

The nature of public interest disputes has changed markedly in recent years, and "the social and economic context in which these new public interest disputes occur is also in a state of rapid and fundamental change," said Benjamin Aaron, Professor of Law, University of California, Los Angeles, in introducing a paper on "Public Interest Disputes and Their Settlement—Observations on the United States Experience."

The principal issues in the disputes that occurred in the period 1948-54 related primarily to the improvement of wages, hours, and other conditions of employment; whereas today's issues relate primarily to manpower utilization and job security, he said.

Changes in the social and economic context included, he said: An accelerated rate of technological change; the failure of the American economy to expand rapidly enough to provide the necessary number of jobs for a growing labour force; the fact that "the American labour movement is in a period of decline," its membership not keeping pace with the increase in the number of new workers; the rising percentage of older workers and very young workers in the labour force who lack both the skills required for available jobs and the capacity to be trained for such jobs and increased competition for American goods both at home and abroad.

"These and related factors are more than sufficient to account for the changing attitude of many Americans toward public interest disputes," Prof. Aaron said, quoting Secretary of Labor Wirtz's recent statement that "public tolerance for strikes is diminishing rapidly." He went on to assert that "Mr. Wirtz believes in collective bargaining and is doing what he can to strengthen and preserve it; but others in the United States have already written off collective bargaining, and are looking for substitutes more acceptable to them."

Prof. Aaron devoted most of his address to describing "existing procedures for settling public interest disputes in the United States, just what those procedures are, and how they have worked up to now." He dealt with two Acts, the Railway Labor Act and the Labor Management Relations Act of 1947 (Taft-Hartley Act).

"The emergency board procedures of the Railway Labor Act have grown increasingly formal, cumbersome, expensive, and unproductive," he said.

Genuine collective bargaining seldom begins until after the board's report and recommendations have been released. The latter are invariably denounced by one or both sides; nevertheless, they have usually provided the basis for the eventual settlement. As the economic condition of the railroad industry continues to decline, however, and the issues in dispute become increasingly difficult to resolve, the emergency boards are proving to be less effective. The failure of the presidential commission appointed in 1960 to settle the intractable work rules controversy on the railroads has added to the present difficulties . . .

But, Prof. Aaron went on to say, "despite its many weaknesses and inadequacies, the emergency disputes procedures of the Railway Labor Act has been far more effective than that of the Taft-Hartley Act," which has proved virtually useless in preventing strikes, and has contributed little to their settlement.

In public interest disputes not covered by either of those two Acts, such as a local stoppage of light and power service, neutral or tripartite boards to mediate the dispute or to make public findings of fact and recommendation are sometimes appointed by the Secretary of Labor, the Director of the Federal Mediation and Conciliation Service, or state or local officials, he said. "Finally, the parties may voluntarily resort to private methods of settlement, either by submitting their dispute to final and binding arbitration by a person or persons jointly selected by them or appointed by their designee, or by enlisting the aid of private mediators."

Prof. Aaron pointed out that there was still no consensus as to when a dispute truly imperils the national health or safety. "If purely economic criteria are applied, few cases would meet the test; but the line between emergency and inconvenience is frequently hard to draw, and public resentment against strikes in key industries, regardless of their effect on national health and safety, is a political force which cannot be ignored."

Turning to non-statutory procedures for settling disputes, he said "their chief drawback is just that: they lack the sanction of law . . ." But non-statutory procedures initiated by the parties are almost invariably successful, "for the voluntary election by the disputants of this approach implies a mutual determination to effect a peaceable resolution of the controversy . . . The voluntary use of private mediators has

proved to be fairly successful when tried, but the number of such instances is statistically insignificant."

Among proposals for settling or ameliorating labour disputes by more legislation, Prof. Aaron mentioned the following "hardy perennials":

—Make unions subject to anti-trust laws. On this proposal he commented: "The true intent of this plan is, of course, to reduce the economic power of unions to the point where a legal national emergency strike would be a virtual impossibility. Barring a change in the present structure of American society so drastic as to make this entire discussion completely irrelevant, the proposal has no chance of adoption."

—Compulsory arbitration. About this Prof. Aaron said: "Its chances are rather dim, because most employers and unions in the United States have traditionally opposed this means of dispute settlement. Nevertheless, some form of compulsory arbitration legislation remains a possibility, especially if a long and serious strike shuts down a major industry while Congress is in session."

Legislative proposals which enjoy the broadest support and the best chances of success are those which would amend the present Taft-Hartley procedures . . . All of these proposals make a great deal of sense, as far as they go, and all have been endorsed, in one form or another, by influential private and semi-official groups of experts . . . I hasten to add, however, that none of these proposals has much of a chance for enactment. The reasons are to be found in the nature and structure of our political system . . .

He then reminded the conference that "we have a tradition in the United States of ignoring or rejecting the recommendations of expert, non-legislative groups similar to the Royal commissions of England and Canada. For proof, one need only compare the fate of the recommendations of the Canadian Royal commission established in 1957 to study the dispute between the Locomotive Firemen and Enginemen and the Canadian Pacific Railway with those of our presidential railroad commission established a few years later."

Looking to the future, Prof. Aaron thought that the outlook for progress in settling public interest disputes was not completely unfavourable. "Strikes and lock-outs—as distinguished from the right to engage in such activity—have never been popular with the majority of labour or management, and the trend in the amount of lost time caused by such stoppages is downward," he said.

Unions and employers in key industries are now experimenting with more or less continuing bargaining, in the hope of solving major prob-

lems before they give rise to major disputes. No fixed pattern has yet emerged, and none is likely to; but the recent news of the adoption of this approach in the steel and automotive industries represents the freshest and most hopeful development in a long time.

What role, if any, government will play in the private resolution of these problems remains to be seen. But one thing is certain: none of these developments, however promising, will be very effective unless the United States solves or substantially ameliorates the basic problems of inadequate economic growth and rising long-term unemployment.

Prof. Bora Laskin

Prof. Bora Laskin of the Law Faculty of the University of Toronto, the discussant at the final session, raised the question of whether the definition of public interest disputes was to be decided by the issues in dispute or by the nature of the industry involved. Early legislation in Canada on public interest disputes had been based on the type of industry involved, and this was still the basis of legislation regarding

disputes affecting policemen and firemen, and of the Quebec Public Employees Disputes Act.

The question was complicated, he remarked, by the fact that government was running certain industries, such as public utilities, and it was going to be difficult to draw the line between public convenience and public emergency. Management and unions in public utilities had long used restraint in order to avoid raising the question of compulsory arbitration, Prof. Laskin said. This restraint was now being severely tested in the dispute at the Toronto General Hospital, he pointed out.

Prof. Laskin saw compulsory arbitration as a likely resort in public interest disputes in Canada, and he proposed legislation to require arbitration at the request of one of the parties. Otherwise, he indicated that he was opposed to compulsory arbitration, except perhaps in the case of disputes involving policemen and firemen.

Second Meeting, National Advisory Council on the Rehabilitation of Disabled Persons

Lack of sufficient rehabilitation staff is most serious "road block" to the expansion of services for disabled, members agree. Doctors need to be better informed of services available; hospital admittance procedures need streamlining

The second meeting of the National Advisory Council on the Rehabilitation of Disabled Persons was held in Ottawa on May 13 and 14, Brig. James L. Melville, Council Chairman, presided.

Lack of sufficient rehabilitation staff is the most serious "road block" in the expansion of rehabilitation services for the disabled in Canada. This was the consensus of Council members during discussions following the presentation of reports.

It was also brought out that doctors need to be better informed of the rehabilitation services that are available, to assist more fully in the referral of cases, and that hospital admittance procedures should be streamlined to assure ready acceptance of patients on a basis comparable with that of compensation cases.

Minister of Labour

Hon. Allan J. MacEachen, Minister of Labour, pointed out that helping Canada's disabled to enter gainful employment through vocational rehabilitation was good not only in terms of humanitarian values, but from an economic viewpoint as well.

He said the rehabilitation of disabled was a real problem, and that he had reviewed some of the work that had already been accomplished in this field.

The Minister pledged his co-operation with the provinces in efforts to help and rehabilitate the disabled and make the program a success.

Deputy Minister of Labour

Dr. George V. Haythorne, Deputy Minister of Labour, stressed the importance of the rehabilitation activity now underway in the provinces, all of which, except one, had joined in the Agreements (for cost sharing and co-ordination of rehabilitation under the Vocational Rehabilitation of Disabled Persons Act).

Council Chairman

Brig. James L. Melville, Council Chairman, said he had been delighted to find that, since the first meeting of the Council, the signing of federal-provincial Agreements under the Act had stimulated progress in the rehabilitation program. He expressed

concern that there were still about 1,245,000 disabled persons in Canada; that more than 300,000 of the seriously disabled were of working age—between 16 and 65—and that many of these could be rehabilitated to a more useful and satisfying life. There were many more, he said, who could have been rehabilitated had they received services early enough.

The Chairman said he had been greatly impressed with the energy of rehabilitation work in the United Kingdom and the United States. More than 7,000 persons were now directly employed in this activity in the U.S., he said, pointing out that experience in Canada had shown that results were directly proportional to the size of full-time staff engaged in rehabilitation.

Canada needed more staff to reach the disabled, and in the over-all effort, it was a problem of co-ordinating all the rehabilitation services—medical and vocational—to assure that the individual would, without fail, receive the guidance and services he required, said the Chairman.

Report of the National Co-ordinator

Ian Campbell, National Co-ordinator, Civilian Rehabilitation, stated in his report that the past year had been one of organization and planning “to assure that all provinces are able to take full advantage of our new comprehensive legislation.” He reported that Agreements had now been signed with nine provinces, who had submitted outlines of their intentions in carrying out the provisions of the Agreements.

Some difficulty had been encountered in sharing costs for university training under the terms of the Technical and Vocational Training Assistance Agreements; Program 6 of these Agreements was included to accommodate the Vocational Rehabilitation Program. Although the Vocational Rehabilitation of Disabled Persons Act placed no restrictions on the types of training authorized, said Mr. Campbell, he pointed out that university training should be granted only when it was necessary to a person's vocational rehabilitation.

With the signing of the Agreements, staff in the provinces had increased from 70 to 140 members, he said, adding:

The number is not yet nearly sufficient to assure that all of our seriously handicapped can be reached, and also, the distribution of staff across our land is most uneven. We are convinced that the building up of sufficient competent and experienced staff is necessary to make the program really meaningful and to produce the results and effect the savings desirable.

After reporting on some of the activities of the Civilian Rehabilitation Branch, Mr. Campbell said: “We note that in all parts of the world the philosophy of rehabilitation as a potent weapon against dependency is being recognized.” Canada's experience was being shared with other countries, and we possessed “the knowledge and the means to do a good job,” but our results still lagged quite far behind those of many other nations.

Assistant Co-ordinator

Noel Meilleur, Assistant Co-ordinator, Civilian Rehabilitation, reviewed latest provincial developments. In the organization and co-ordination of services at the regional and local levels, developments included surveys of local needs and community resources, he reported. The appointment and training of rehabilitation personnel, to staff field positions, had been promoted to insure the early provision of services at the local level.

In the more remote areas, field workers with heavy case loads still have to cover great distances to perform their duties. In Newfoundland, for example, “workers continue to confound logic and to apply imaginative and effective measures to identify and resettle disabled individuals residing in isolated communities,” he observed.

A national summary of rehabilitated cases, for the fiscal year 1962-63, showed there were 1,814 such cases, of which 1,179 were urban and 635 rural. Restoration services were provided to 940 persons, 810 were given training, and 22 were provided with tools and equipment. A total of 1,663 was rehabilitated to employment (placed), and 151 were rehabilitated to self-care. At acceptance, the cases cost \$1,118,891 in support; the earnings of the disabled after rehabilitation were \$3,401,979. The total of 1,814 cases comprised 1,186 male and 628 female persons.

The summary also showed that 560 individuals, or about one third of the number rehabilitated and now placed in the labour force, had never worked before, Mr. Meilleur said. The occupational upgrading of many others was also reflected in the tables.

Referring to additional tables giving the number of cases dealt with annually to date, and federal and provincial shareable expenditures under the Rehabilitation and Vocational Training Agreements, he pointed out that federal payments under the Agreements totalled \$1,103,249.27 from 1953-54 to 1962-63.

Restoration Services

A report on the use of National Health Grants and on such topics as early identification of the disabled, liaison with vocational rehabilitation services, and restoration and prosthetic services was given by Dr. O. Hoffman, Chief, Medical Rehabilitation Division, Department of National Health and Welfare.

"The most significant development in the Health Grants Program arose from the problem of the congenital deformities due to thalidomide." He dealt at some length with the steps that were being taken to deal with the problem; he thought the ultimate value of these steps might apply well beyond the area of drug-induced deformity.

Discussing the need for early identification of the disabled, Dr. Hoffman described sources of referrals, and how they might be further developed or employed to better advantage. The four main areas or sources to be considered in trying to improve early identification were: public health nurses, especially those in health units; hospital discharge records; registries of crippled children and adults; and private physicians.

He reported the appointment of Dr. K. H. Running to the staff of the Medical Rehabilitation Division as Consultant in Physical Medicine and Rehabilitation.

Resolutions Adopted

Three resolutions dealing with the necessity for training of staff in prosthetics and orthotics, the manufacture in Canada of prosthetic appliances, and customs duties on such appliances were introduced by Dr. Gustave Gingras, Executive Director, Rehabilitation Institute of Montreal.

The preamble to the first resolution pointed out the importance of prosthetics and orthotics in Canada in the rehabilitation of disabled persons, and the lack of research and training in this field. The resolution asked the Council to "strongly encourage Canadian universities, in both the faculty of medicine and the faculty of engineering, to sponsor or establish courses for training in prosthetics and orthotics."

Pointing out that most basic components for the fabrication of prosthetic and orthotic appliances were manufactured in and imported from the United States and elsewhere, that their cost was "extremely high" due to devaluation of the Canadian dollar in terms of U.S. funds, and that the cost was further increased by customs duties, the second resolution called attention to the considerable experience gained by the Department of Veterans Affairs in the manufacture and processing of such components,

and recommended that the Council investigate the possibility of having these basic and component parts manufactured by the Prosthetics and Orthotics Services of the D.V.A.

In his third resolution, Dr. Gingras dealt with the question of import duties on rehabilitation equipment and supplies required for the personal use and for the treatment of invalids and handicapped persons. They included such items as wheelchairs, self-help devices, walkers, and others, manufactured in the United States, whose "high cost" was "further increased by customs duty." The Canadian Medical Association, through its Committee on Rehabilitation, had attempted in vain for the last three years to have the import duty reduced or abolished, and the resolution recommended that the Council take immediate steps "to have this matter investigated at the proper level."

All three resolutions were carried by the Council members.

Welfare Services

A report on federal-provincial welfare assistance programs was to have been given by J. E. E. Osborne, Director, Research and Statistics Division, Department of National Health and Welfare. In his absence, a summary was presented instead by Miss C. St. John of that Division.

There had been no changes during the past year in applicable federal-provincial legislation, reported Miss St. John. During the fiscal year 1962-63, the federal share under the Unemployment Assistance Act had been about \$96,000,000, compared with \$92,000,000 during the previous year. An average number of 617,000 persons received assistance under the Act in 1962-63; about two thirds of this case load represented chronic illness or disability cases.

Some 25,000 to 30,000 persons who were in nursing homes, old persons' homes and similar institutions in the year under review represented doubtful cases as far as their rehabilitation to employment was concerned, reported Miss St. John. Had they received attention for rehabilitation at an earlier stage, they might not be in such homes now, she believed. An appreciable number, however, could still be rehabilitated to a state of self-care.

Several projects received grants for training of social welfare personnel and for research in this field, she said.

Vocational Training

A report on the training of disabled persons was given by C. R. Ford, Director, Technical and Vocational Training Branch, Department of Labour.

Under Program 6 (formerly Schedule R) under the Technical and Vocational Training Assistance Act, 2,708 disabled persons were being trained in the 10 provinces of Canada in the period March 31, 1962 to January 31, 1963 (the British Columbia component in the total representing figures to December 31, 1962).

Various training schools were providing such facilities as ramps or elevators instead of stairs, to assist handicapped students, Mr. Ford reported. In view of some new occupations, physical handicaps were now less serious from the training and employment standpoints than previously. Mental disabilities, however, presented greater difficulties.

Training on the job, under Program 6, was becoming more important, he said, although in the period of April 1, 1962 to December 31, 1962 only 313 handicapped were receiving this training. In the same period, public schools in the 10 provinces accounted for 1,000 persons in training, and private schools for 1,226, making a total of 2,539 persons. Training was being given in more than 100 different occupations.

Placement of Disabled Persons

C. A. L. Murchison, Commissioner, Unemployment Insurance Commission, reported on the placement of disabled persons. Because of changing technology and automation, there was no longer emphasis on physical strength, so that physical disability was not the handicap it used to be, he pointed out. The emphasis was now on basic education and training.

"We can negotiate the sale of a person's services if those services are of the kind and quality required by the employer, and it matters little whether that person is physically disabled," Mr. Murchison said.

During the calendar year 1962, Special Services offices of the National Employment Service made a total of 20,403 selective placements of handicapped persons—cases requiring a certain degree of presentation to employers. Of this total for the 10 provinces, Ontario led with 7,382 placements, Quebec came second with 5,972, and British Columbia was third with 2,041. The total of 20,403 placements in 1962 compared with 18,071 handicapped persons placed in employment during 1961.

Mr. Murchison classified the disabled by three main groups: the first group had disabilities of a lesser nature, generally requiring only counselling and selective placement to obtain permanent employment; the second group needed special medical or psychiatric treatment, or both, and vocational counselling and training, social case work services, and finally, special placement.

The third group could never be expected to compete in the open labour market, and for these, the provision of sheltered workshops or special facilities for home work offered the only form of employment.

"The sheltered workshop is, in my opinion, a necessary complement to a rehabilitation program, as it provides facilities which will assist the individual to make a more satisfactory adjustment to his living standards and his attitude toward the world of work," he said.

He also pointed out that the NES did not refer a person to employment unless, in the opinion of the employment officer concerned, he was fully qualified to fill the job, and this applied regardless of whether the applicant suffered from a disability or was able bodied—the person best qualified for the job was the one who was referred.

"Only one third of the jobs in our economy are of the unskilled or semi-skilled nature, and it is estimated that by 1975 they will comprise only 12 per cent," said Mr. Murchison. The Commission had been aware of this trend for several years, and of the need to "lift those who are unskilled into the skilled class of workers." Unfortunately, the education level of a great majority of workers was not high enough to absorb instruction for skilled trades, he said.

Discussions

In the various discussions at the meeting, it developed as the consensus of Council members that the lack of sufficient rehabilitation staff was the most serious "road block" toward faster progress in the rehabilitation of disabled persons. It was also brought out that doctors should be better informed on the services available, to facilitate their referral of cases to the agencies involved.

Rehabilitation cases should be processed through hospitals and other treatment centres with the same facility as workmen's compensation cases, it was urged at the meeting. Members believed that the delays often encountered on admittance were unnecessary, and that this situation should be rectified.

In discussing vocational training in rehabilitation, some members criticized the process of continually raising the academic qualifications for entrance to vocational schools. This method was being used, they said, to reduce the number of applicants for the simple reason that it was the easiest to apply, whereas suitability for the specific training applied for, and other factors, were often more important.

A discussion also followed Mr. Murchison's report on the placement of disabled persons. Answering a questioner, Mr. Murchison said that he had not intended to give the impression that unemployment was due to lack of training on the part of the unemployed. Rather, if we had enough trained people of the kind Canadian industry required, it would be able to compete with the industry of other countries and would expand, thus creating more employment. If, on the other hand, industry could not compete, employment would be lost.

The question was again raised of the unreasonably high academic standards required by some employers for jobs where a high standard of education was not needed. In one case, it was said, a Grade IX standard had been required for a job on body work in a garage; and in another case, junior matriculation had been required for the job of floor sweeper in a factory.

A delegate asked whether it was true that the NES had found that jobs were going begging for lack of qualified people. Mr. Murchison said that, according to reports received, NES local offices this year were already running short of skilled people to fill vacancies. Jobs that could not be filled by local applicants were being filled by bringing in persons from other areas. This trend was on the increase, he said.

It was suggested that although there were probably those who could not profit by the

kind of training that was available, there might be jobs for which they could be trained. It was contended that a more intensive job placement service was needed that would get out and help people to find jobs. Mr. Murchison agreed that this sort of service would be desirable and the NES would do more if it had enough staff.

In answer to a question as to whether placement officers were not too much tied down by routine office work, Mr. Murchison said that this had been true, but the situation was changing. More clerks had been engaged for the paper work in local offices.

More consideration should be given to directing handicapped persons into the service industries, Mr. Murchison suggested. He instanced teaching and educational work as a field in which such persons should be able to find a useful place.

Replying to a question as to how many were actually unemployed because of lack of training or skills, Mr. Murchison said that if the higher level of workers could be upgraded it would leave more jobs for those who were capable of only lower-grade work. "Going to the bottom of the heap" in training the unemployed was not the most promising method of going to work on the problem. "We are finding more and more that a disability is not a handicap if a person is trained," he said.

Profits on Sales Dollar Show Slight Improvement in 1962

Average sales profits of Canadian manufacturing industry in 1962 showed a slight improvement for the second year in a row since the low reached in 1960, but the figure was still below the average of recent years.

The Canadian Manufacturers' Association's annual survey of its member companies found that sales dollar profits last year rose to 5.1 cents from 4.9 cents in 1961. But between 1948 and 1962, the length of time the annual study has been in operation, the average profit was 5.4 cents.

The 1962 survey covered 988 companies. These companies had net sales of \$10,742,-379,000 and employed, in aggregate, 478,661 persons during 1962.

Of the 988 companies, 158 reported a loss.

In the 15 years the Association has conducted the survey, sales dollar profit figures have not swung widely. The first study, covering 1948, showed a profit of 6.2 cents. The highest figure was in 1950, when it averaged 7.1 cents, and the lowest was in 1960, when it dropped to 4.4 cents.

Economic Planning for Canada?

"Economic planning could help Canada meet the great challenge it faces today, and there has been growing recognition of the urgent need for more positive and active co-operation between government and private sectors of economy"

Economic planning has become an important basis for government and business policy formulation in many countries. Canada today faces a great challenge and there has been "growing recognition that in any attempt to deal effectively with our national economic problems, there is an urgent need for more positive and active co-operation between government and the private sectors of the economy."

These are some of the statements made by Richard J. Line and Arthur J. R. Smith* in an article, "Economic Planning for Canada?", in *Queen's Quarterly*, Vol. LXIX, No. 4 (Winter 1963).

As an important basis for formulating government and business policy, economic planning has been applied not only in countries with rigidly controlled economies, but in various Western European countries and Japan as well.† In Canada, it is a question of what type of planning should be developed, what its aims should be, and who should do it.

An initial step has been taken through legislation designed to establish a National Economic Development Board, although the Minister of Finance, in introducing and describing this legislation, did not use the term "economic planning." (The Bill did not reach second reading before dissolution on February 6 of the 25th Parliament.)

Far-reaching public discussion and debate on this subject are required "if economic planning is ever to be developed in a sound and useful way in Canada," assert the authors.

For many Canadians, the term "economic planning" has had distasteful connotations, suggesting loss of personal freedom and rights, but the authors point out that many of the same persons "who are hostile to 'public planning' are involved in 'private planning' within organizations with which they are associated, and frequently point with pride to the methods and results of such private planning." Canadians have at

times also accepted and encouraged some "governmental planning" in supporting such measures as adjustments in taxes, tariffs, subsidies, the exchange rate, and others.

There is a growing conviction among thoughtful Canadians, say the authors, that public understanding of Canada's economic problems and prospects would be greatly enhanced by a more effective and comprehensive use of the planning techniques that have been developed.

Reasons for Economic Planning

Among the reasons given for economic planning in Canada are: that wasteful methods resulting from unrestricted competitive enterprise cannot be afforded; our increasingly complex economic system requires closer co-operation between business, labour, agriculture and government; improved labour-management relations can make Canada more competitive in world markets and serve the broad interests of national welfare; and it should help overcome the slow economic growth prevailing over the past decade, with its resulting unemployment, unfavourable balance of payments, small gains in productivity, and other problems.

Economic planning would also create psychological attitudes "conducive to the attainment of a high and sustained rate of growth and to the erosion of rigidities and inflexibilities which hamper risk-taking and new investment." Economic information resulting from planning would be of considerable benefit to enterprises, most of which cannot afford to undertake such research and forecasting. Sounder decisions result when they are based upon published reports containing carefully reasoned, expert appraisals of future economic conditions for the nation as a whole, the authors point out.

In outlining the purposes of economic planning, the authors stress first what it should *not* attempt to do: it should not primarily be an instrument for spreading the Government's views on economic trends and problems; it should not be a vehicle for business or labour to force the Government into action they may promote; it should not be simply a clearing house for ideas; and in addition, it should not be

*Richard J. Line is an economist with Chemcell Limited; he recently returned to England, where he is lecturing at the College of Technology in Oxford. Arthur J. R. Smith is Director of Research, Private Planning Association of Canada.

†See also "Role of Indicative Programming in Success of Some Western European Countries," *Labour Gazette*, February, p. 125.

designed to promote either the interests of labour or of business through an alignment with government.

Economic planning should provide a basis for sound policy decisions by government, business and labour, with respect to changing economic conditions, state the authors. Unlike the planned economies under rigid government direction, under which the mechanical achievement of planned targets is the sole criterion of success, economic planning among the industrialized nations of the West has taken forms that preserve the rights of business and labour to make their own decisions. In several countries, the authors noted, economic planning was built upon existing good labour-management relations, but the cultivation of the latter had not been a major goal.

Principles for Economic Planning

A review of economic planning in Western Europe and Japan shows these main guiding principles, state the authors:

1. The planning organization, although close to government, is not part of a government department, or at least is largely independent of government control.

2. National economic planning should be done by a small group of experts whose work is guided by some appropriate combination of representatives of government, business, labour, agriculture, consumers and the universities. In some countries, there has been a strong emphasis on the appointment of outstanding *individuals* rather than *representatives*.

3. The planning organization must be kept free from inhibiting political controversy.

4. The organization must have a top-calibre staff, and if possible, be directed by an outstanding public figure.

5. The group of experts should be kept relatively small. No bureaucracy has developed in the industrially advanced countries. France started with 30 key officials in the postwar period, and has only a few more today, and Britain is starting the National Economic Development Council with perhaps 20 or 25 experts.

As to the planning methods employed, Messrs. Line and Smith emphasize that the central task of any planning agency is to prepare economic projections of the course of economic development, with national income accounting being central to all planning systems.

Among the "incentives" being used by democratic governments to assist the achievement of economic growth, the authors list such measures as refundable subsidies for research; special tax privileges; granting or withholding of investment grants for new projects; government-sponsored loans; and financial assistance in export promotion.

Economic Planning for Canada

In discussing further reasons for economic planning in Canada, the authors first trace the conditions that prompted economic planning in other democratic countries. France and the Netherlands adopted this approach in the postwar period to facilitate the reconstruction of their economies. Belgium established its new "Programming Bureau" at least partly to help overcome structural problems in its economy; for example, to deal with problems of the declining coal and textile industries.

Italy has expanded its economic planning because of regional distortions arising from the heavy concentration of industry in the northern part of the country. Britain's agency has the task to develop and maintain a faster and steadier rate of economic growth.

Canada today also faces a great challenge, a fact that is widely acknowledged, stress the authors. The Minister of Finance, Hon. Donald Fleming, had stated this very succinctly in his budget speech of June 19, 1961: "Our technological development, the enterprise of our business community, and the skills and training of our people, great as they are, have not kept pace with the needs of a rapidly changing world."

Others have also pointed out the insufficient foresight in planning to meet changing conditions, and the complexity and number of far-reaching changes both at home and abroad.

Drawing attention to the expanded use of "economic expertise" through federal Royal Commissions, the establishment of special advisory or "economic planning" bodies by various provincial governments and among business firms and in other private quarters, the authors add:

There has also been growing recognition that in any attempt to deal effectively with our national economic problems, there is an urgent need for more positive and active co-operation between government and the private sectors of the economy.

Principles with Relevance for Canada

As principles having general or specific relevance for planning in Canada, Messrs. Line and Smith list the following:

—No form of economic planning can be useful or effective until broad, but clearly-defined national economic objectives have been agreed upon. . . .

—If an economic planning organization is to be effective in a country such as Canada, it will need to have a large degree of independence from the Government and should command strong support from business, labour, agriculture and other private sectors of the economy. . . .

—It is vital to have a “spirit of planning” within any planning organization that can develop confidence in the capacity of such an organization to make a decisive contribution to improved performance of the economy and to successful anticipation and resolution of economic problems.

—It is imperative to have the participation in economic planning of both advisory and staff personnel of exceptional quality, commanding wide respect throughout the nation.

—The basic objectives of any economic planning arrangements for Canada should be broad. They should involve making the best possible use of all our national resources . . . but should not be confined merely to cold hard economics in an abstract way . . . economic planning must ultimately be concerned with the relationship of people to economic development.

—The primary task of any such organization should be objective appraisal of economic trends and problems that can serve as an effective basis for sound policy decisions by government, business, labour and other groups At least at the start, it should not be given major responsibility for advising on problems of income distribution, particularly as regards wages, to avoid the risk that it will become embroiled in the kind of controversy which will merely assure that it works badly.

—Any such organization should be concerned not merely with the actual and potential course of economic growth, but also with the broad factors which determine an economy's capacity for growth. Similarly, it should undertake careful and continuing assessment of changing competitive conditions in Canada and in the world economy, and give special attention to a variety of specific matters: One of these is the spreading claim in Canada that there is a need to rationalize the structure of many Canadian industries; others, the prospective requirements of the economy for skilled and trained labour, as well as the prospective capacity of educational institutions and training programs to meet these needs; the need for, and the consequences of, ac-

celerating technological change; and patterns of regional development and regional problems

—Any such organization [should] have sufficiently clearly delineated functions to avoid the danger that it may be saddled with a series of responsibilities which may be incompatible with each other. . . .

Possible Handicaps

Among some of the possible handicaps the authors foresee for such planning in Canada are: a lack of understanding by the country; constitutional questions in the Canadian federal system—provincial jurisdiction in such areas as labour legislation, natural resources and education; and lack of co-operation between provincial economic advisory or planning agencies and the national body.

Dealing at some length with the proposed National Economic Development Board, which was still in the stage of second reading in the House at the time of the article's going to press, the authors express the concern that the Board's work may be intended as a basis for government policy formulation alone, “instead of as a basis for improved private, as well as public, policy formulation and implementation.” They also make some additional recommendations, such as permissive authority for the Board to issue reports and statements from time to time, in addition to the annual report provided for in the legislation.

“In the last analysis,” say Messrs. Line and Smith, “the broad terms of reference provided for the Board would appear to have been wise for this new venture in Canada.”

Safety in Government

Director of Accident Prevention and Compensation Branch describes provisions of Bill C-70, introduced at last session but not enacted before dissolution of Parliament, to annual convention of Industrial Accident Prevention Associations

There are already several federal statutes having something to do with safety but employee safety is not the primary objective of these Acts. In some federal activities and industries there are substantial groups of employees and a number of working situations to which no government authorities are now applying safety and health standards, and it was to remedy this state of affairs that Bill C-70 was introduced during the last session of Parliament, J. H. Currie, Director, Accident Prevention and Compensation Branch, Department of Labour,

told the annual conference of the Industrial Accident Prevention Associations in Toronto in April. (Bill C-70 was one of those that had not passed second reading at dissolution February 6 of the 25th Parliament.)

The federal statutes that had something to do with safety but did not have employee safety as their main objective included the Railway Act, the Canada Shipping Act, the National Energy Act, the Aeronautics Act, and the Pipe Lines Act. Bill C-70 was designed to meet the gaps in safety matters in such laws.

Although action on this legislation had necessarily been suspended for the time being, a great deal of time and effort had been expended "to make it a sound, workable and effective instrument," Mr. Currie said. He described some of the main features and purposes of the proposed law, and the things that led up to it.

For some years the Department of Labour had been concerned about the obscure and rather unsatisfactory situation surrounding the matter of employee safety in the federal field of labour jurisdiction, he said. This had also been a matter of concern to the provincial authorities in charge of such matters. The federal Government and the provincial governments were fully competent to legislate in their respective fields of jurisdiction, but there were also "areas for complementary action," and industrial or occupational safety was one of these. He gave radiation protection as a case in point.

The proposed legislation had three principal characteristics. First, it was intended to complement, not supersede the provisions of any previous federal legislation. Second, it was to apply to the same industries and business as those defined in other federal labour legislation; in addition it was to apply to the federal public service, including government departments and Crown agencies. Thirdly, unlike most existing safety legislation in other jurisdictions that deals with a particular subject, such as factory safety, construction safety, etc., "this proposal brought these diverse things within the ambit of one piece of legislation."

The basic provision of the bill was expressed this way: "No person shall operate or carry on a federal work, undertaking or business in such manner as to endanger the safety or injure the health of any person employed thereupon or in connection therewith."

Many of its provisions were standard ones in safety legislation. Others were perhaps new, and devised with a wider view, such as the undertaking of safety research projects. There was also provision for "the continuation and extension of federal-provincial co-operation in this field . . . The over-all aim could be said to be to promote the safety and well-being of persons employed in the federal sphere, based on consultation and co-operation," Mr. Currie said.

The Department of Labour, he went on, had been promoting accident prevention among federal government departments, carrying out inspections and providing technical advisory service. This work was

carried out under a section in the statute that provides workmen's compensation to employees of the federal public service. The Government Employees Compensation Act covers about 228,000 employees in some 85 departments and agencies.

There is scarcely a trade or occupation unrepresented somewhere in these groups [of employees]; every sort of work, every type of skill, every level of technical specialization and every profession is to be found . . . The widest possible geographic distribution aggravates the usual difficulties of training, supervision and co-ordination of safety work. It may not be generally realized that over three quarters of the public service of Canada is located outside of Ottawa.

A few departments were well organized for accident prevention and were getting good results. "A number of Crown agencies, notably Polymer Corporation and Canadian Arsenals Ltd., have well-developed, vigorous accident prevention programs that are achieving frequency rates well below the public service average, which was 13.55 in 1961-62. I understand that this is slightly higher—less than 1 point higher—than the average last year of all industries reporting to the IAPA," Mr. Currie said.

Statistics of industrial fatalities compiled by the Department of Labour showed that during the four-year period 1958-61 an average of 1,200 workers had lost their lives each year as a result of industrial accidents or diseases. He did not accept the view that these deaths were "an inevitable part of the price of our modern industrial activity."

In relation to the number of persons at work, the average fatality rate for the four years was 2 per 10,000 workers. There appeared to be some downward trend, the rate having been 2.2 in 1958 and 1.9 in 1960, a decrease of 14 per cent. There were signs of a further drop in 1961.

So far, Mr. Currie pointed out, there were no national figures on industrial accidents comparable to the statistics on fatalities, largely because of provincial differences in methods of compiling accident statistics. For a number of years the federal and provincial Departments of Labour and the Workmen's Compensation Boards had been jointly studying this question, and in 1961 the federal Department had concluded an arrangement with each of the 10 compensation boards according to which, for the first time, all lost-time accidents would be reported to the federal Department in a uniform way. The actual program had begun with the year 1962, and the data would be forthcoming sometime later this year.

The speaker quoted Dr. Kingsley Kay, Senior Scientific Consultant, Department of National Health and Welfare, who had undertaken a study of the incidence of industrial accidents across the country in relation to payroll figures. "In Canada today industry and labour need the help of safety and health consultants if real progress is to be made in reducing the total of disabilities . . . Employee groups and employer associations have possibly a common interest in evolving such arrangements."

That common interest to which Dr. Kay refers is, of course, "a well-recognized feature of the work carried on by the joint committees in industry that are sponsored by the Labour-Management Co-operation Service of my Department," Mr. Currie remarked.

Turning to the international field, he referred to two matters now on the agenda of the annual International Labour Conference in June of the International Labour Organization: the prohibition of the sale, hire and use of inadequately guarded

machinery; and benefits in the case of industrial accidents and occupational diseases.

Regarding the first of these, a draft Convention and supplementary Recommendation would be considered at the Conference in June this year, and "it is reasonable to expect that the next session of the International Labour Conference will produce a useful instrument that will enable more progress to be made in this admittedly complicated field," Mr. Currie said.

The subject of benefits in case of industrial accidents and occupational diseases, also to be discussed at the June Conference, was being considered by the federal Department of Labour and several of the provincial Workmen's Compensation Boards, he continued. "Canada with its system of sound compensation legislation stretching across all provinces, and its extensive experience over a long period of time in the provision of compensation benefits to injured workmen, can make a valuable contribution to these [ILO] deliberations," Mr. Currie believed.

"Additional Resources Should Be Invested in Vocational Education"

The three vocational education bills introduced in the United States 88th Congress up to April 1 this year, and the views expressed by Republican members of the Joint Economic Committee and by the Panel of Consultants, represent a consensus that additional resources should be invested in vocational education, and that the federal Government should support additional measures to combat youth unemployment, says Prof. Sar A. Levitan in the conclusion of a report, *Vocational Education and Federal Policy*.

Dr. Levitan is Research Professor of Labour Economics at The George Washington University. The report is the second in a series of public policy bulletins of the W. E. Upjohn Institute for Employment Research, a nonprofit research organization established in 1945 by the W. E. Upjohn Unemployment Trustee Corporation, which was formed in 1932 to administer a fund set aside by the late Dr. W. E. Upjohn for

the purpose of carrying on "research into the causes and effects of unemployment and measures for the alleviation of unemployment."

Dr. Levitan's report recounts the development of U.S. federal aid for vocational education, deals with the scope of present federally supported vocational education, discusses occupational requirements and supply of trained manpower, reports views on the role of the federal government in improving vocational education, and outlines the provisions of the three proposed legislative measures.

"Underlying the Administration-proposed package for vocational and other education appears to be a recognition that the traditional federally supported vocational education programs, significant as they may be in terms of current demand for skills, must be viewed as only one type of vocational training," he points out.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....(000)	May	6,658	+ 1.5	+ 1.0
Employed.....(000)	May	6,312	+ 3.5	+ 0.9
Agriculture.....(000)	May	664	+ 8.9	- 2.5
Non-agriculture.....(000)	May	5,648	+ 2.9	+ 1.3
Paid workers.....(000)	May	5,157	+ 3.5	+ 1.4
At work 35 hours or more.....(000)	May	5,435	+15.4	- 0.3
At work less than 35 hours.....(000)	May	737	-32.4	+10.0
Employed but not at work.....(000)	May	140	-52.9	+ 4.5
Unemployed.....(000)	May	346	-25.1	+ 3.0
Atlantic.....(000)	May	61	-25.6	- 9.0
Quebec.....(000)	May	130	-28.6	+14.0
Ontario.....(000)	May	80	-25.9	- 1.2
Prairie.....(000)	May	40	-20.0	+11.1
Pacific.....(000)	May	35	-12.5	- 7.9
Without work and seeking work.....(000)	May	329	-25.2	+ 1.5
On temporary layoff up to 30 days.....(000)	May	17	-22.7	+41.7
Industrial employment (1949=100).....	March	117.7	+ 0.3	+ 2.2
Manufacturing employment (1949=100).....	March	112.7	+ 0.4	+ 2.8
Immigration.....	} 1st 3 mos. { 1963 {	13,410	-	+14.0
Destined to the labour force.....(000)		6,761	-	+18.4
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	May	44	+ 4.8	- 2.2
No. of workers involved.....	May	6,214	-27.4	-64.2
Duration in man days.....	May	30,300	-35.8	-78.3
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	March	\$82.98	+ 0.1	+ 3.2
Average hourly earnings (mfg.).....	March	\$ 1.93	0.0	+ 3.2
Average hours worked per week (mfg.).....	March	40.9	+ 0.5	- 0.2
Average weekly wages (mfg.).....	March	\$79.02	+ 0.7	+ 3.1
Consumer price index (1949=100).....	May	132.3	0.0	+ 1.7
Index numbers of weekly wages in 1949 dollars (1949=100).....	March	\$59.73	+ 0.6	+ 1.5
Total labour income.....\$000,000.	March	1,715	+ 0.9	+ 6.2
<i>Industrial Production</i>				
Total (average 1949=100).....	April	189.9	- 1.0	+ 5.4
Manufacturing.....	April	168.9	- 0.2	+ 5.5
Durables.....	April	172.5	+ 1.2	+ 7.6
Non-durables.....	April	165.9	- 1.4	+ 3.8

(a) Distribution of these figures between male and female workers can be obtained from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics. These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the labour force characteristics of the civilian non-institutional population of working age. (More than 35,000 households chosen by area sampling methods in approximately 170 different areas in Canada are visited each month.) The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that was employed or unemployed during the survey week.

EMPLOYMENT REVIEW

Employment and Unemployment, May

Employment increased seasonally between April and May, by an estimated 215,000 to 6,312,000. Unemployment fell during the month by some 116,000 to 346,000, a smaller drop than that indicated by the seasonal pattern.

The estimated labour force in May was 6,658,000, an increase of 68,000 or about 1 per cent from a year earlier. Employment was 58,000 higher than in May 1962. There was little change over the year in the number of unemployed.

Employment

Employment reflected the general upswing in seasonal activity across the country. Between April and May, farm employment rose seasonally by 54,000. Non-farm employment increased by 161,000, which rise was also in line with seasonal expectations. At this time of year a heavy volume of hiring takes place in construction and manufacturing.

The employment gain over a year earlier was about 1 per cent; the largest gains reportedly took place in manufacturing, construction and transportation. Employment in agriculture was down 17,000 over the year, and was unchanged or slightly higher in other industries.

There was no appreciable change in employment in three of the five regions; Ontario and British Columbia registered gains of 2.1 and 3.2 per cent respectively over the year.

Unemployment

Of the 346,000 unemployed in May, 292,000 were men; 158,000 were married men. An estimated 60,000, or 17 per cent of the total, were teen-agers. Some 183,000

persons, or slightly more than half the total, had been unemployed for three months or less. An estimated 94,000 had been seeking work for from four to six months, and 69,000 for seven months or more.

Unemployment in May represented 5.2 per cent of the labour force, compared with 5.1 per cent in May 1962 and 7.0 per cent in May 1961. Unemployment rates were slightly higher than last year in the Quebec and Prairie regions and somewhat lower in the three remaining regions.

Seasonally adjusted, the unemployment rate in May 1963 was 5.7 per cent; for May 1962 it was 5.6 per cent. The rate has fluctuated between 5.4 and 5.8 per cent since the beginning of this year.

Statistics adjusted for seasonal movements are useful in making assessments of underlying trends. Seasonally adjusted estimates, however, do not always clearly reveal basic movements because of irregular fluctuations and unavoidable imperfections in methods of seasonal adjustment. Because of the approximation employed in the projections of the seasonal factors used for current estimates, periodic revisions are necessary.

The limitations of seasonally adjusted estimates require that some caution be exercised in using them. A high degree of precision cannot, therefore, be attached to the seasonally adjusted unemployment rates, especially in the context of month-to-month changes. In assessing current movements, the data for a number of preceding months must be taken into consideration.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	May 1963	May 1962	May 1963	May 1962	May 1963	May 1962	May 1963	May 1962
Metropolitan.....	2	2	9	8	1	2	—	—
Major Industrial.....	7	6	15	16	4	4	—	—
Major Agricultural.....	2	2	5	6	7	6	—	—
Minor.....	13	11	29	29	16	18	—	—
Total.....	24	21	58	59	28	30	—	—

CLASSIFICATION OF LABOUR MARKET AREAS—MAY

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	St. John's Vancouver-New Westminster	→ CALGARY → EDMONTON Halifax Hamilton Montreal → QUEBEC-LEVIS Toronto Windsor → WINNIPEG	→ OTTAWA-HULL	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	Corner Brook Joliette Lac St. Jean Moncton New Glasgow Rouyn-Val d'Or Shawinigan	Brantford Cornwall Farnham-Granby → FT. WILLIAM- PT. ARTHUR Kingston Niagara Peninsula Oshawa Peterborough → SAINT JOHN → SHERBROOKE Sudbury → SYDNEY → TIMMINS-KIRKLAND LAKE → TROIS RIVIERES Victoria	Guelph Kitchener London → SARNIA	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agricul- ture)	Riviere du Loup Thetford-Lac Megantic-Ville St. Georges	Barrie → CHARLOTTETOWN Chatham → RED DEER → YORKTON	→ BRANDON → LETHBRIDGE → MOOSE JAW → NORTH BATTLE- FORD → PRINCE ALBERT → REGINA → SASKATOON	
MINOR AREAS (labour force 10,000 to 25,000)	Bathurst Campbellton Dawson Creek Fredericton Gaspé Montmagny Newcastle Okanagan Valley Prince George- Quesnel Quebec North Shore Rimouski St. Stephen Summerside	→ BEAUHARNOIS Belleville-Trenton → BRIDGEWATER Chilliwack → CRANBROOK → DAUPHIN Drummondville → EDMUNDSTON → GRAND FALLS Kamloops → KENTVILLE Lachute-Sté. Therese Lindsay Medicine Hat North Bay Owen Sound → PEMBROKE Portage la Prairie → PRINCE RUPERT → STE. AGATHE- ST. JEROME → ST. JEAN Sault Ste. Marie Sorel Trail-Nelson → TRURO → VALLEYFIELD Victoriaville → WOODSTOCK, N.B. → YARMOUTH	→ BRACEBRIDGE → BRAMPTON → CENTRAL VAN- COUVER ISLAND → DRUMHELLER Galt Goderich Kitimat Listowel → ST. HYACINTHE St. Thomas → SIMCOE Stratford Swift Current → WEYBURN Woodstock- Tillsonburg	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see following page.

Explanatory Note to "Classification of Labour Market Areas"

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local market conditions based on an appraisal of the situation in each area. In considering each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which this classification system is based are as follows:—

Group 1: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of registrations for employment on file at NES offices to paid workers, including those looking for jobs, is more than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

Group 2: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of registrations for employment on file at NES offices to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, but less than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

Group 3: Balanced Labour Supply. Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. The situation usually exists when the ratio of registrations for employment on file at NES offices to paid workers, including those looking for jobs, is more than 1.9 per cent or 2.4 per cent, but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

Group 4: Labour Shortage. Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. This situation usually exists when the ratio of registrations for employment on file at NES offices to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The classification of areas does not depend solely on the ratio of job registrations to paid workers. All areas, and particularly those in which the ratio is close to the limits of the above-mentioned ranges, are examined closely in the light of other kinds of information to see whether they should or should not be reclassified. Information on labour market conditions at local areas is obtained mainly from monthly reports submitted by each of the local

offices of the National Employment Service. This information is supplemented by reports from field representatives of the Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy. The key to this grouping is shown in the classification of labour market areas on page 490.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the names used include several other local office areas, as follows: Farnham-Granby includes Cowansville; Montreal includes Ste. Anne de Bellevue; Lac St. Jean includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval and Alma; Gaspé includes Causapsal, Chandler, Matane and New Richmond; Quebec North Shore includes La Malbaie, Forestville, Sept Îles and Baie Comeau; Sherbrooke includes Magog; Trois Rivières includes Louiseville; Toronto includes Long Branch, Oakville, Western and Newmarket; Sudbury includes Elliot Lake; Niagara Peninsula includes Welland, Niagara Falls, St. Catharines, Fort Erie and Port Colborne; Vancouver-New Westminster includes Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 110 labour market areas covered in this analysis include 90 or 95 per cent of all paid workers in Canada.

Ontario Association for Retarded Children

10th annual conference told that highlight of past year was increased interest in training for, and in sheltered workshop programs for, young retarded adults

"Training Unlimited—A New Emphasis on Adult Services" was the theme of the 10th annual conference of the Ontario Association for Retarded Children, held in Kingston April 25 to 27. The highlight of the year was the increasing interest and developments in training and sheltered workshop programs for the young retarded adults of the community. Reports showed such programs had increased from 8 to 21 during the year. More than 100 directors and instructors of adult training, representing 32 local areas, attended a recent workshop in Toronto.

Added impetus was given to adult services with the announcement by Hon. William G. Davis, Ontario Minister of Education, that the provincial Government was working on a long-range program that promises eventually to relieve local associations of the necessity to raise money for the operation of the day-school program. This, coupled with the fact that many of the earlier students in Associations schools are reaching the age of 18 and are no longer eligible to attend day schools, brings home to the locals their responsibility for providing continuing services if these young people are to have any opportunity of becoming wholly or partly independent.

That mentally retarded adults can be trained to perform satisfactorily in a variety of jobs in industry was emphasized by all speakers. Dr. G. Allan Roeher, Executive Director of the Canadian Association for Retarded Children reported that there are now more than 40 activity centres and sheltered workshops in Canada; he predicted that this number will double within a year.

Dr. Roeher emphasized the need to step up efforts to place these young people in industrial jobs. He recommended a thorough study of the local industrial and business life and advised locals to call upon the business talents and skills of the community to provide advisory services to the local effort. He described a program being planned in one of the western provinces under which the student, during his last three years at school, works half-days on a job in industry and attends academic classes half-days.

Nicholas Kayafas, Director of the adult training program in Gary, Indiana, emphasized the importance of using a business-like approach to the development of adult

training programs. "The workshop still requires primarily the same basic management rules and techniques as any other enterprise," he said.

Mr. Kayafas also stressed the need for a good placement program. "One of the measurements of a successful program, as far as the employable retardate is concerned," he said, "is the number that can be placed in jobs. The director, or his staff, must locate the available jobs, talk the employer into hiring, and follow up on the retardate's progress once he begins work. To do this, the staff must be familiar with the capabilities of the young adults in the workshop. The program must teach the trainee what he lacks in the way of holding a job before placement is attempted. A number of poor placements could earn such a poor reputation for the retardate in the community as to make further job placement difficult."

Peter Nobes de Burgh, Chairman of the Adult Services Committee, Canadian Association for Retarded Children, spoke of the importance of developing adequate adult services in the community and the need for the support of all levels of government, the community, and public and private agencies. He outlined the responsibilities of local associations to continually review their programs.

Mrs. Eileen Hankin outlined the development of a workshop for the retarded in Barrie which opened on May 4, 1959. This workshop had very little in the way of equipment. A few tables and chairs were donated at the beginning and the purchase of a duplicating machine and a typewriter had enabled the workshop to supply mimeograph service. The stencil cutting is done by a staff member, but collating, stapling, folding, labelling and stamping are done by the trainees. Service is provided for organizations and minutes and reports are prepared and mailed. The workshop has expanded twice and its success can be attributed to two facts: the program is not built on sympathy but rather the service has been advertised as the city's newest industry providing services at a fair price, and a good job is guaranteed. "Don't fit your work to your trainees; train your trainees to fit into the work you can obtain in your community," she advised.

OECD Seminar on Age and Employment

That a person's chronological age is a highly unsatisfactory measure of his occupational utility and adaptability was one of participants' conclusions

The report of the five-day seminar on age and employment held in Stockholm in April 1962 under the sponsorship of the Organization for Economic Co-operation and Development (OECD) has now been received. A preliminary report was described in the *LABOUR GAZETTE* for August 1962, page 919.

The report, "Age and Employment," gives the following as the main conclusions resulting from the deliberations at the seminar.

1. There is satisfactory evidence that in all participating countries a new and growing problem exists concerning age and employment. Those involved are in the second half of their working lives, that is, above the age of 40 years.

2. The present nature and extent of the problem in a particular country will be a complex function of its population structure and trends, its labour market economy, its rate of technological change, and its social and educational pattern.

3. Three specific problems can be distinguished, and although related, should be given separate attention. These are:

(a) The effects on men and women beyond the mid-point of their working lives of recent acceleration in the rate of technological change. These effects are principally those of increased stress and difficulty of re-deployment.

(b) The transitional phase around the usual pensionable ages, in which men and women are, in general, still capable of socially useful activity whether remunerated or voluntary, although probably not fully capable of continuing further their previous full-time employment.

(c) The phase—essentially a new one for the majority of the working population—in which many years must be spent in full retirement.

4. The problems faced by those usually described as the unskilled and semi-skilled, whether in factory or office, are found to be generally much greater than those faced by the skilled or highly-trained persons.

5. The chronological age of a person is a highly unsatisfactory measure of his or her occupational utility and adaptability.

6. The communication of facts obtained by research workers in a variety of disciplines, to those in government, in management and in the trade unions—who alone can implement them—appears not to have been highly successful to date.

As the seminar was convened to provide a stepping-stone to action, it was thought essential that, arising from its conclusions, there should be some positive recommendations that could be laid before those bodies, both national and international, which might see fit to give them consideration followed by possible action. The following is a summarized version of some of the recommendations:

1. In view of the need for closer collaboration between research workers of different countries, and between different disciplines, it was suggested that attention be given by relevant international bodies to ways of supplementing existing machinery for scientific collaboration. One method would be to make possible meetings between individuals and between small groups of research workers in different countries.

2. It was suggested that attention be drawn to the potential contribution of occupational health services. Three areas of action were specified:

(a) Counselling, both of the individual and of those responsible for administrative decisions affecting the employability of those past 40 years of age.

(b) Preventive action, by means of periodic medical examinations and the application, through such a program, of principles devised from scientific research into the specific problems of aging.

(c) Co-operation with research workers, especially in the attempt to develop practical techniques for assessing functional age in the variety of aspects relevant to work demands.

3. The seminar stressed the need for positive action at the governmental level. Suggested actions were:

(a) an occasional direct approach at ministerial level to alert employers and trade unions to both needs and solutions;

(b) a strengthening of the employment services by the special training of more officers as counsellors;

(c) the greater use of accelerated training in public training programs and the availability of local advisers to assist firms in providing retraining for their employees;

(d) that greater attention be paid to the possibility of influencing the flow of new employment to areas likely to be affected by rapid technological change.

Women Graduates in Part-Time Work

The International Federation of University Women, at the invitation of the I.L.O., participated last year in a survey of part-time work for women, limiting its enquiry to university graduates. Replies were received from 22 countries, half in Europe, the others in North and South America, Asia, Africa and Oceania. The Canadian Federation has made the report of the survey available.

Persistent shortages of trained personnel and lessening prejudice against women's working had resulted in widespread growth of part-time work for women. Yet in a few countries—Finland, Israel, Luxembourg, Thailand and West Germany—it was practically non-existent, and in the public service of certain Latin American countries, with a regular schedule of 5 to 6 hours daily, the need for part-time arrangements did not arise. Unique was a law for the public service of Denmark which entitled a woman with children under 18 to have her hours reduced by one-third or one-half if the service would not be impaired.

Professions—Everywhere, teaching took first place among part-time professions. Doctors, pharmacists, dietitians, physiotherapists, speech therapists, psychologists and guidance counsellors also reported part-time employment. Physicists and chemists on research work in industrial and technical laboratories were sometimes engaged part-time. Law practice, difficult to adjust to a limited schedule, offered fewer possibilities, but women with legal training served as legal secretaries, assistants or social workers in the courtroom. Journalists, radio and television workers, librarians and translators worked on reduced schedules.

Schedules—The time worked varied: one to two hours per day, two or three days per week, half a day regularly or a certain number of months a year. Often hours were adjusted to requirements of the profession rather than to personal convenience.

Advantages, disadvantages—Most university graduates working part-time were married women with children. Part-time work fitted in with family responsibilities as well as having obvious financial incentive.

These women believed that work carried with it distinct intellectual benefits, enhancing the woman's feeling of personal worth in the family circle, the community and the profession on which she had spent years of preparation.

Greater confidence in the guiding of children, better understanding of the

husband's work, stimulating social contacts, an eye to increasing activity later in life with the lessening of family responsibility, and ability, if necessary, to earn a living were other gains mentioned by those surveyed. A part-time schedule also permitted the carrying out of social duties and acceptance of honorary positions incumbent on a professional woman.

Keeping up with scientific advances, so vital in certain disciplines, was often too onerous with a full-time profession. The Swedish Association cited examples of women doctors who did full-time hospital duty for six months of the year and devoted the other six months to acquiring further specialization. In some fields, however, a reduced schedule was a deterrent to professional development, allowing an amateur attitude or spirit of stagnation to creep in. Combining income of husband and wife for tax purposes, and the poor prospects of advancement were sometimes discouraging features of part-time work.

In the absence of definite policy or legislation, part-time work might be governed by temporary and personal arrangements, insecure and even precarious in nature. Remuneration poorly adapted to responsibility, and exclusion from health insurance, pensions and paid vacations were other disadvantages frequently mentioned. Nevertheless, in some cases proportionally higher rates for part-time work compensated for the lack of fringe benefits; where competence and responsibility were the essential factors rather than the number of working hours, half-time commanded 60 to 70 per cent of the normal salary for full-time work.

Attitudes, Trends—Employers often deplored the added clerical costs of personnel details and higher turnover. Combinations of part-time and full-time staff with different starting and finishing hours, they thought, were not conducive to good morale. Nevertheless, those who were more concerned with the service rendered than the number of hours worked would rather comply with part-time arrangements than risk the loss of a skilled employee. After satisfactory experience with part-time service, they became more favourably inclined to it.

There was little evidence of pressure for legal measures or policies covering part-time employment. One association mentioned that trade unions were opposed to such legislation, fearing that it might lead to the denial of full-time employment to women in need of earning the maximum salary.

COLLECTIVE BARGAINING REVIEW

Collective Bargaining Scene

Agreements covering 500 or more employees,
excluding those in the construction industry

Part I—Agreements Expiring During June, July and August (except those under negotiation in May)

Company and Location	Union
Bathurst Power & Paper, Bathurst, N.B.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Belt Mfrs. Assn., Montreal, Que.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Nicauba, Que.	Bush Wkrs., Farmers' Union (Ind.)
Domil Limited, Sherbrooke, Que.	Textile Federation (CNTU)
Dominion Electrohome Industries, Kitchener, Ont.	Nat. Council of Cdn. Labour (Ind.)
Dominion Glass, Wallaceburg, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Oilcloth & Linoleum, Montreal, Que.	CNTU-chartered local
Dominion Steel & Coal, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Montreal & vicinity, Que.	Retail Clerks (AFL-CIO/CLC)
Donnacona Paper, Riviere Jacques-Cartier, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Dress Mfrs. Guild, Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
DuPont of Canada, Maitland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Fraser Cos., Atholville, Edmundston & Newcastle, N.B.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
House of Seagram, Que., Ont. & B.C.	Distillery Wkrs. (AFL-CIO/CLC)
McIntyre Porcupine Mines, Schumacher, Ont.	Steelworkers (AFL-CIO/CLC)
TCA, company-wide	Sales Empl. (Ind.)

Part II—Negotiations in Progress During May

Bargaining

Company and Location	Union
Alberta Govt. Telephones, province-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Aluminum Co., Kitimat & Kemano, B.C.	Steelworkers (AFL-CIO/CLC)
Assn. des Marchands Detaillants (Produits Alimentaires), Quebec, Que.	Commerce Empl. Federation (CNTU)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Ayers Limited, Lachute, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Canada Cement, N.B., Que., Ont., Man., & Alta.	Cement Wkrs. (AFL-CIO/CLC)
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
CBC, company-wide	Radio & T.V. Empl. (ARTEC) (Ind.)
CNR, North Sydney, N.S.	I.L.A. (AFL-CIO/CLC)
Cdn. Sugar Factories, Picture Butte, Raymond & Taber, Alta.	CLC-chartered local
Cdn. Westinghouse, Three Rivers, Que.	I.B.E.W. (AFL-CIO/CLC)
Cascapedia Mfg. & Trading, Gaspé Peninsula, Que.	Bush Wkrs., Farmers' Union (Ind.)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (maintenance empl.)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC) & Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

Company and Location	Union
Consolidated Paper, Grand'Mere, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Shawinigan, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont.	Typographical Union (AFL-CIO/CLC) (composing room empl.)
David & Frere, Montreal, Que.	Empl. Assn. (Ind.)
Denison Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Dominion Rubber (Footwear & Warehouse Divs.), Guelph & Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Rubber (Rubber Div.), St. Jerome, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Steel & Coal, Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal, Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Domtar Newsprint (Donnacona Paper), Donnacona, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Domtar Pulp & Paper (Newsprint Division), Red Rock, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Domtar Pulp & Paper (Kraft & Boxboard Division), Windsor, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Dress & Sportswear Mfrs. Guild, Montreal, Que.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Dunlop Canada, Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Eastern Canada Newsprint Group, Que. & N.S.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
E. B. Eddy, Hull, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
E. B. Eddy, Parent & Lower Dumoine, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Employing Printers' Assn., Montreal, Que.	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assn., Montreal, Que.	Printing Pressmen (AFL-CIO/CLC)
Gaspesia woods contractors, Chandler, Que.	Bush Wkrs., Farmers' Union (Ind.)
B. F. Goodrich, Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Goodyear Cotton, St. Hyacinthe, Que.	Textile Federation (CNTU)
Hamilton City, Ont.	Public Empl. (CLC) (office empl.)
Hamilton City, Ont.	Public Service Empl. (CLC) (outside empl.)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
K. V. P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
Kimberly-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
Lever Bros., Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
MacDonald Tobacco, Montreal, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River & others, B.C. coast	Paper Makers (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River & others, B.C. coast	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (electrical craft empl.)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Manitoba Telephone	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Marathon Corp., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Miner Rubber, Granby, Que.	Rubber Wkrs. (AFL-CIO/CLC)
New Brunswick Power Commission, province-wide	I.B.E.W. (AFL-CIO/CLC)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Ontario Paper, Thorold, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec Cartier Mining, Port Cartier & Lac Jeannine, Que.	Steelworkers (AFL-CIO/CLC)
Quebec North Shore Paper, Baie Comeau, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
R.C.A. Victor, Montreal, Que.	Salaried Empl. Assn. (Ind.)
Regent Knitting Mills, St. Jerome, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
E. S. & A. Robinson (Can.), Leaside, Ont.	Printing Pressmen (AFL-CIO/CLC)
Rolland Paper, Mont Rolland & St. Jerome, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)

Company and Location	Union
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (labour service empl.)
TCA, company-wide	Air Line Flight Attendants (CLC)
TCA, company-wide	Air Line Pilots (Ind.)
Telegram Publishing, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Union composing rooms, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)
Wabasso Cotton, Grand'Mere, Shawinigan & Three Rivers, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Winnipeg City, Man.	Public Service Empl. (CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)
Winnipeg Metro., Man.	Public Service Empl. (CLC)

Conciliation Officer

Assn. des Marchands Detailants, Quebec & district, Que.	Metal Trades' Federation (CNTU) (garage empl.)
B.C. Hotels Assn., New Westminster, Burnaby, Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
CBC, company-wide	Broadcast Empl. (AFL-CIO/CLC)
Cdn. British Aluminum, Baie Comeau, Que.	Metal Trades Federation (CNTU)
Dominion Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Steel & Coal (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
H. J. Heinz, Leamington, Ont.	Packhouse Wkrs. (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Shell Oil Montreal East, Que.	Empl. Council (Ind.)
Shipping Federation, Halifax, N.S., Saint John, N.B., Montreal, Quebec & Three Rivers, Que.	I.L.A. (AFL-CIO/CLC)
Stanrock Uranium Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)

Conciliation Board

B.A. Oil, Clarkson, Ont.	Oil Wkrs. (AFL-CIO/CLC)
B.C. Shipping Federation, various ports, B.C.	Longshoremen & Warehousemen (CLC)
Dairies (various), Vancouver & New Westminster, B.C.	Teamsters (Ind.)
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Eastern Canada Stevedoring & two others, Toronto, Ont.	I.L.A. (AFL-CIO/CLC)
Fairey Aviation, Eastern Passage, N.S.	Machinists (AFL-CIO/CLC)
Falconbridge Nickel, Falconbridge, Ont.	Mine, Mill & Smelter Wkrs. (Ind.)
Fisheries Assn. & Cold Storage Cos., B.C.	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Fisheries Assn., B.C.	United Fishermen (Ind.) (tendermen)
Hospitals (4), Trois Rivières, Que.	Service Empl. Federation (CNTU)
International Nickel, Port Colborne & Sudbury, Ont.	Steelworkers (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (AFL-CIO/CLC) (Lumber & Sawmill Wkrs.)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Toronto General Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)

Post-Conciliation Bargaining

(No cases during May)

Arbitration

Hotel Empress (CPR), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Kimberly-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)

Work Stoppage

(No cases during May)

Part III—Settlements Reached During May 1963

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

ABITIBI POWER & PAPER & SUBSIDS., QUE., ONT. & MAN.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 2-yr. agreement covering 3,500 empl.—wage adjustment of 3¢ an hr. for mechanical trades and other classifications eff. May 1, 1963; hourly premiums for empl. assigned to responsibility in the absence of salaried foremen or superintendents increased to 12¢ and 22¢, depending on classification, eff. May 1, 1963 (formerly 8¢ and 18¢); evening and night shift premiums to be increased to 8¢ and 11¢ respectively eff. May 1, 1964 (at present 7¢ and 10¢); new provision for height pay amounting to time and one-half for specific structures or jobs designated locally; 4 wks. vacation after 20 yrs. of service eff. Jan. 1, 1964 (at present after 25 yrs.); employer contributions toward hospital and medical-surgical insurance to be \$4.25 a mo. for single empl. and \$7 a mo. for married empl. eff. May 1, 1964; group life insurance for retired empl. maintained at \$2,500 at no cost to pensioners; pension benefits to be 2% of earnings from Jan. 1, 1947 to Dec. 31, 1962, 1.75% of earnings from Jan. 1, 1963 to June 30, 1964 and 2% of earnings from July 1, 1964; eff. May 1, 1964, vesting rights to be 50% of employer contributions after 5 yrs. of applicable service, and to be increased by 10% annually for each yr. of applicable service until a total of 100% of such contributions becomes vested after 10 yrs.; rate for labourer \$2.03 an hr.

ANGLO-CDN. PAPER, FORESTVILLE, QUE.—CARPENTERS (LUMBER & SAWMILL WKRS.) (AFL-CIO/CLC): 3-yr. agreement covering 2,000 empl.—wage increases of 6¢ an hr. eff. May 1, 1963 and 5¢ an hr. eff. May 1, 1964 for hourly rated empl.; piece-rate increases of 10¢ a cord eff. May 1, 1963 and 10¢ a cord eff. May 1, 1964; bonus plan consisting of 5¢ a cord for first 100 cords, 10¢ a cord for first 150 cords and 15¢ a cord for first 200 cords introduced for wood cutters; time and one-half (formerly straight-time pay) to be paid for time worked in excess of 54 hrs. a wk.; vacation pay to be 2% of gross earnings after first day of work (formerly after 50 days) and 3% of gross earnings after 75 days of work (formerly 2½% after 100 days); rate for labourer after May 1, 1964 will be \$1.23 an hr.

ATOMIC ENERGY OF CANADA, CHALK RIVER & DEEP RIVER, ONT.—ATOMIC ENERGY ALLIED COUNCIL (AFL-CIO/CLC): 2-yr. agreement covering 1,000 empl.—wage increases of 7¢ an hr. eff. April 1, 1963 and 7¢ an hr. eff. April 1, 1964; rate for labourer after April 1, 1964 will be \$1.90 an hr.

CALGARY POWER & FARM ELECTRIC SERVICES, ALTA.—EMPL. ASSN. (IND.): 2-yr. agreement covering 650 empl.—wage increases of 3% eff. Jan. 1, 1963 and 3% eff. Jan. 1, 1964; 3 wks. vacation after 5 yrs. of service (formerly after 8 yrs.); rate for lineman will be \$514.50 a mo. and rate for male clerk will be \$242.50 a mo. after Jan. 1, 1964.

CONTINENTAL CAN, ST. LAURENT, QUE.—CLC-CHARTERED LOCAL: 2-yr. agreement covering 700 empl.—wage increases of 3¢ an hr. effective Jan. 1, 1964 and 3¢ an hr. effective Dec. 1, 1964; 3 wks. vacation after 10 yrs. of service (formerly after 15 yrs.); improvements in group insurance and pension plans; "expanded employment plan" of earlier Continental Can settlement (L.G., Jan., p. 38) adopted; rate for labourer after Dec. 1, 1964 will be \$2.17 an hr.

COUNCIL OF PRINTING INDUSTRIES, TORONTO, ONT.—PRINTING PRESSMEN (AFL-CIO/CLC): 2-yr. agreement covering 600 empl.—wage increases of 10¢ an hr. retroactive to Dec. 1, 1962, 10¢ an hr. eff. May 13, 1963 and 12¢ an hr. eff. March 1, 1964; 3 wks. vacation after 7 yrs. of service eff. Oct. 1, 1963 (at present after 10 yrs.); rate for pressman after March 1, 1964 will be \$3.04 an hr.

DOMTAR PULP & PAPER (HOWARD SMITH PAPER DIVISION), CORNWALL, ONT.—PAPER MAKERS (AFL-CIO/CLC) & PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 1,150 empl.—wage increase of 3¢ an hr. eff. May 1, 1963; evening and night shift premiums increased to 7¢ and 12¢ eff. on date of ratification (formerly 6¢ and 11¢); 4 wks. vacation after 20 yrs. of service eff. May 1, 1963 (formerly after 23 yrs.); jury duty pay introduced; male empl. retiring at age 65 to be covered by group life insurance amounting to \$2,000; employer contribution to welfare plan increased to \$6 a mo. (formerly \$4.50 a mo.) for empl. without dependants and to \$10 a mo. (formerly \$6.50 a mo.) for empl. with dependants eff. on date of ratification; rate for labourer \$1.98 an hr.

FIRESTONE TIRE & RUBBER, HAMILTON, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 1,150 empl.—wage increases of 5¢ an hr. for day wkrs. and 4¢ an hr. for piece wkrs. eff. Feb. 25, 1963, and 6¢ an hr. for day wkrs. and 5¢ an hr. for piece wkrs. eff. Feb. 25, 1964; additional classification adjustments; rate for sweeper after Feb. 25, 1964 will be \$2.07 an hr.

GREAT LAKES PAPER, FORT WILLIAM, ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 2-yr. agreement covering 950 empl.—wage adjustment of 3¢ an hr. for mechanical trades; evening and night shift premiums to be increased to 8¢ and 11¢ respectively eff. May 1, 1964 (at present 7¢ and 10¢); 4 wks. vacation after 20 yrs. of service eff. Jan. 1, 1964 (at present after 25 yrs.); employer contributions toward hospital and medical-surgical insurance to be \$4 a mo. (formerly \$3.40 a mo.) for single empl. and \$7.50 a mo. (formerly \$5.80 a mo.) for married empl.; 4-yr. supplementary agreement providing for improvements in group life insurance and pension plan: maximum group life insurance to be \$19,500 at no additional cost to empl.; life insurance of \$2,500 for pensioners to be continued; pension benefits to be 2% of earnings from May 1, 1947 to Dec. 31, 1962, 1.75% of earnings from Jan. 1, 1963 to June 30, 1964 and 2% of earnings from July 1, 1964 to April 30, 1967; rate for labourer \$2.03 an hr.

KELLOGG COMPANY, LONDON, ONT.—MILLERS (AFL-CIO/CLC): 2-yr. agreement covering 600 empl.—wage increases of 8¢ an hr. eff. April 15, 1963 and 9¢ an hr. eff. April 15, 1964; additional classification adjustments; Boxing Day to be ninth paid holiday; rate for helper (production) after April 15, 1964 will be \$2.23 an hr.

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INTERNATIONAL LABOUR ORGANIZATION

Seventh Session, ILO Textiles Committee

Adopts conclusions on two technical items on agenda: conditions of employment in countries in course of industrialization, and problems of apprenticeship, training and retraining in textile industry. Canadian elected vice-president

The Textiles Committee* of the International Labour Organization, at its 7th Session, May 6-17, adopted conclusions on two technical items: conditions of employment and related problems in countries in the course of industrialization, and problems of apprenticeship, vocational training and retraining in the textile industry.

Delegations from 25 countries, including Canada, took part in the meeting. The Canadian delegation comprised:

Government delegates—F. J. McKendy, Economics and Research Branch, Department of Labour (head of delegation), and W. J. Hurd, Technical and Vocational Training Branch, Department of Labour.

Employer delegates—H. F. Irwin, Primary Textiles Institute, Toronto, and G. B. Lawrence, The Hamilton Cotton Company, Limited, Hamilton, Ont.

Worker delegates—Raoul Gaouette, Textile Workers of Magog (CNTU), and Oscar Longtin, United Textile Workers (CLC), Valleyfield, Que.

One of the Canadian employer delegates, H. F. Irwin, was elected a vice-chairman of the meeting.

In its conclusions concerning conditions of employment in the textile industry in countries in the course of industrialization, the Committee stated that, to further the economic growth and improve the standard of living of their peoples, these countries should be enabled to find export markets for their manufacturers, including textile goods. The Committee added that this should be done with due regard both to the employment of textile workers of industrialized countries and to a fair international distribution of the imports of textiles from developing countries.

*The Textiles Committee is one of eight international Industrial Committees created by the International Labour Organization in 1945 to deal with the labour and social problems of major industries of world importance.

The Committee noted also that international technical and economic co-operation will contribute to the economic growth of the developing countries.

Countries in the course of industrialization, the Committee said, should make every effort to diversify their economy by developing also other industries besides the textile industry. The Committee believes that this diversification effort should receive the active co-operation of the industrialized countries.

Vocational Training—In its conclusions with respect to problems of apprenticeship, vocational training and retraining, the Committee stated that the principles set out in the Vocational Training Recommendation adopted by the International Labour Conference last year (L.G., Aug. 1962, p. 941) should be used as a basis for training action in the textile industry. The aim, the Committee said, should be to ensure that every person entering the industry is properly inducted and fully trained for the occupation to be followed.

In addition, all persons in the industry should have the opportunity of further training so as to reach the highest level within their capacities and in conformity with their inclinations.

The Committee stated further that "Every person whose employment is affected by technological or economic changes should, where necessary, be given the opportunity of undertaking further training to facilitate his continued employment in the textile industry. Where such employment is not available, opportunities should, if required, be provided by the public authorities for retraining for suitable employment in some other industry."

The Committee asserted that the training facilities in the industry should be organized and established by the undertakings, by

the industrial organizations within the industry, by the public authorities concerned or by any combination thereof.

With regard to the changes within the textile industry caused or being caused by automation, mechanization and scientific development, the Committee thought that the International Labour Office should make an investigation to determine the qualifications of the labour force that will become essential in the future. The findings should be published and should be examined at a technical meeting of textile training experts to be convened by the ILO, the Committee recommended.

Resolutions—The Committee unanimously adopted a resolution that urged the governments of all countries to use all possible resources to make the labour market more flexible by providing technical information and facilities for retraining, by encouraging

mobility of the factors of production, by providing adequate unemployment benefits, and by other means with a view to pursuing a policy of full employment which would permit the absorption of redundant textile workers.

By a vote of 54 to 38, with 45 abstentions, the Committee adopted a resolution concerning the social aspects of international trade in textiles. The resolution invites the Governing Body to draw the attention of the contracting parties to the General Agreement on Tariffs and Trade, and of other international organizations concerned, to the social consequences of measures affecting international trade in textile products, and to invite them to examine, when studying and applying agreements designed to avoid the disruption of textile markets, their adverse affects on the employment and the standard of living of textile workers.

47th Conference: Canadian Delegation

Canada has 23-member delegation at International Labour Conference in Geneva this month. Federal Minister of Labour, two provincial Ministers of Labour accompany delegation, which again is headed by the Deputy Minister of Labour

A 23-member Canadian delegation is taking part in the 47th International Labour Conference from June 5 to 27 in Geneva. In addition, the federal Minister of Labour, Hon. Allan J. MacEachen, and two provincial Ministers of Labour are accompanying the delegation.

The delegation is again headed by George V. Haythorne, Deputy Minister of Labour. Again the Employer Delegate is T. H. Robinson, Manager, Industrial Relations, Canadian International Paper Co.; the Worker Delegate, again Joseph Morris, Executive Vice-President of the Canadian Labour Congress.

The provincial Ministers of Labour accompanying the Canadian delegation are Hon. C. H. Ballam of Newfoundland and Hon. N. L. Ferguson of Nova Scotia.

The agenda of this year's conference calls for second discussions of draft instruments concerning prohibition of the sale, hire and use of inadequately guarded machinery, and concerning termination of employment at the initiative of the employer. First discussions were being held on hygiene in shops and offices, and on benefits in case of work accidents and occupational diseases.

The Canadian delegation comprises:

Government Delegation—Mr. Haythorne, head of delegation; Government Delegate John Mainwaring, Canadian Labour Attaché, Brussels; Substitute Government Delegate, Saul Rae, Ambassador of Canada to the European Office of the United Nations, Geneva; Advisers: R. M. Adams, Economics and Research Branch; L. A. Aitken, Accident Prevention and Compensation Branch; Miss Edith Lorentsen, Director, Legislation Branch; H. T. Pammett, ILO Branch, all Department of Labour, Ottawa; W. E. Bauer, First Secretary, Permanent Mission of Canada to the European Office of the United Nations; Hon. Justice Joseph Marineau, President, Quebec Workmen's Compensation Commission; and J. P. Windish, Occupational Health Division, Department of National Health and Welfare.

Worker Delegation—Worker Delegate Joseph Morris; Substitute Worker Delegate Kalmen Kaplansky, Director of the CLC International Affairs Department; Advisers: F. C. Bodie, Secretary-Treasurer, Alberta Federation of Labour; Jean-Paul Geoffroy, Director of Technical Services, CNTU; J. F. Simonds, Atlantic Regional Vice-President, CLC; J. F. Walter, Assistant Grand Chief Engineer, Brotherhood of Locomotive Engineers.

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TEAMWORK in INDUSTRY

The labour-management formula for success, human and monetary, in any business or industry is give-and-take on a 50-50 basis, and knowing that you can't want everything and give nothing, claims Frank Brewitt, president of Local 2914, United Brotherhood of Carpenters and Joiners (AFL-CIO/CLC) and a machine operator with Bathurst Containers Limited, Toronto. The biggest threat of all to industry, he says, is the man who can't or won't see past the end of his nose where the common good is concerned.

Mr. Brewitt bristles at any suggestion that union or management have to be "soft on each other" in order to work as a team. "Don't ever get the idea that we're not tough around here," he told LMCS representatives from the Department of Labour during a recent interview. "There are tough men on both sides of this operation. But being tough doesn't have to mean being unreasonable."

No Use for Prejudice

He has no use for the man in a position of leadership whose prejudice and narrowness prevents him from seeing what is best for the general welfare of everyone under his jurisdiction. "One man like that can wreck morale and efficiency in an entire plant," he declared.

Teamwork between labour and management at Bathurst Containers has conferred benefits on everyone, said Mr. Brewitt, and neither side has had to "give anything up" in order to achieve co-operation. On the union's side, wages, privileges and working conditions have climbed; the company has gained prestige through its standards of safety, quality and output.

"No grievance of any kind in almost six years," continued Mr. Brewitt. "Three lost-time accidents in four years. Grievance forms used as scratch pads. This is what you get when relations are good. Our boys seldom make a mistake even on orders running to 30 or 40 thousand pieces! You *can't* do these things on poor relations and low morale!"

Bathurst's area manager Max Sutcliffe thinks that human relations between labour and management in Canadian industry are "on an upward trend." They had been at a

low for some time, he said, but employers and employees generally seem to be working toward a higher level of teamwork.

He blamed labour and management equally for the previous low level of relations and suggested that mutual trust on both sides would stimulate the spirit of joint participation required for industry to grapple effectively with the problems. "One side can't go all the way without the help of the other," he said, "but management should lend its personal leadership in the plant to any project whose success is important."

Secret of Good Management

His brother, plant manager Harold Sutcliffe, described the secret of good management as "giving a man the feeling that he's as good as you are and as necessary to the company as you are—which he is." Labour-management consultation can do remarkable things for a plant's achievement record, Mr. Sutcliffe continued.

"Morale in the Toronto plant is high, the safety record is excellent—and these things are reflected in quality, costs and profits."

Talk of grievances at Bathurst Containers invariably brings up a favourite labour-management story in the plant. Back in 1939-40, the company laid in a fairly extensive supply of grievance procedure forms. There has been so little call for them that plant and office personnel have been using them for some time now as scratch pads.

Fair and Honest

"It's not so much what's in the contract," said Mr. Sutcliffe. "We want to be fair and honest. We're willing to bend the contract a little. Our idea is that when people come in here they should be happy at work."

He lamented the fact that the firm was losing many of its older employees through retirement but he isn't worried about the future of labour-management relations at Bathurst. As he puts it: "The spirit of co-operation in the older men has rubbed off on the young fellows." The company's labour-management committee was organized in May 1958.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during April. The Board issued three certificates designating bargaining agents, rejected one application for certification and granted one application for revocation of certification. The Board granted one request under Section 61(2) of the Act for review of an earlier decision; it granted, in part, one request for review and denied three other such requests. During the month the Board received five applications for certification and four requests under Section 61(2) of the Act for review of earlier decisions.

Applications for Certification Granted

1. Office Employees' International Union, on behalf of a unit of administrative, clerical and medical employees and laboratory attendants employed by Atomic Energy of Canada Limited at its Chalk River Nuclear Laboratories and at the town of Deep River, Ont. (L.G., April, p. 309).

2. International Longshoremen's and Warehousemen's Union, Local 501, Canadian Area, on behalf of a unit of dockmen-drivers employed by Lynn Terminals Limited, North Vancouver, B.C. (L.G., May, p. 389).

3. The National Syndicate of the Employees of the Trucking Industry, Saguenay-Lake St. John, Inc., on behalf of a company-wide unit of employees of Roberval Express Limited, Chambord, Que. (L.G., May, p. 389). The Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America had intervened (see also "Application for Certification Rejected," below).

Application for Certification Rejected

Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of

America, applicant, Roberval Express Limited, Chambord, Que., respondent, and the National Syndicate of the Employees of the Trucking Industry, Saguenay-Lake St. John, Inc., intervener (L.G., April, p. 309). The application, which covered a unit of employees at certain terminals of the company, was rejected for the reason that the proposed unit of employees was not considered appropriate for collective bargaining (see also "Applications for Certification Granted," above).

Application for Revocation Granted

The Board granted an application for revocation of certification affecting Twin City Broadcasting Company Limited, Kitchener, Ont., applicant, and the National Association of Broadcast Employees and Technicians, respondent (L.G., May, p. 390). The certified bargaining agent, the National Association of Broadcast Employees and Technicians, did not contest the application.

Requests for Review Granted

1. CKCV (Quebec) Limited and the National Association of Broadcast Employees and Technicians, joint petitioners. The Board issued an amending certificate, which contained the job titles being used by the company (see "Requests Received for Review of Decisions," below).

2. Eldorado Mining and Refining Group of the Civil Service Association of Canada, petitioner, Eldorado Mining and Refining Limited, respondent, K. W. Brooke, J. v. D. Forstmann, *et al*, interveners, and The Chemical Institute of Canada, intervener (L.G., May, p. 390). The petitioner desired to add to the certified bargaining unit employees classified as design engineer, research engineer, research chemist, and research metallurgist, as well as secretary, librarian and secretary, and accounting and payroll clerk. The Board granted the request

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

in respect of the employees classified as librarian and secretary, and accounting and payroll clerk. The request was denied by the Board in respect of design engineer, research engineer, research chemist, research metallurgist and the secretary because, in the view of the Board, the unit of employees for which the petitioner is the certified bargaining agent would not be an appropriate unit in which to include these classifications of employees.

Requests for Review Denied

1. The Order of Railroad Telegraphers, petitioner, Canadian National Railways, respondent, and the Canadian Brotherhood of Railway, Transport and General Workers, respondent (L.G., May, p. 390). The request for review was restricted to a clarification of the Board's certification order of December 28, 1962, as it applied to 27 employees of the railway consisting of ticket agents, assistant ticket agents, and

ticket sellers employed on the Atlantic and St. Lawrence Regions of the CNR. The Board rejected the request for review made by The Order of Railroad Telegraphers and affirmed that its earlier order of certification granted to the Canadian Brotherhood of Railway, Transport and General Workers did include the classifications of ticket agent, assistant ticket agent, and ticket seller on the Atlantic Region and St. Lawrence Region of the railway system. In giving its decision, the Board informed the parties that by reason of the evidence given at the hearing before the Board on April 23, with regard to arrangements made in a collective agreement entered into on February 18, 1963, between the CNR and the CBRT, the Board considered that the fears of the 27 employees affected appeared to be unwarranted.

2. General Drivers, Warehousemen and Helpers, Local Union No. 979 of the International Brotherhood of Teamsters, Chauff-

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

feurs, Warehousemen and Helpers of America, petitioner, Empire Freightways Limited, Winnipeg, Man., respondent, and Canadian Brotherhood of Railway, Transport and General Workers, respondent.

3. General Drivers, Warehousemen and Helpers, Local Union No. 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, petitioner, Empire Freightways Limited, Winnipeg, Man., respondent, and Canadian Brotherhood of Railway, Transport and General Workers, intervener.

In denying the two requests for review cited immediately above, the Board stated for the record that it had considered the representations of Local 979 and found that no new material was presented in support of the requests for reconsideration that was not before the Board when the application for certification made by Local 979 was heard on March 19, 1963, and rejected; and further, that the Board still considered that, in the situation which today exists in Empire Freightways Limited, a unit comprising employees of the company in both Manitoba and Saskatchewan is appropriate for collective bargaining, also that the unit proposed by Local 979 would leave unrepresented for collective bargaining purposes some six employees of the Company at its Winnipeg terminal who are now covered by collective agreement (*see* "requests Received for Review of Decisions," below).

Applications for Certification Received

1. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed by Pacific Tanker Co. Ltd., Vancouver, B.C. (Investigating Officer: D. S. Tysoe).

2. The National and Catholic Syndicate of Longshoremen of Sorel, Inc., on behalf of a unit of employees of North-American Elevators Limited, Sorel, Que. (Investigating Officer: R. L. Fournier).

3. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Bushnell TV Co. Limited, Ottawa, Ont. (Investigating Officers: G. A. Lane and G. E. Plant).

4. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union No. 880, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Dominion Auto Carriers, Ltd., Walkerville, Ont. (Investigating Officer: A. B. Whitfield).

5. Teamsters, Chauffeurs, Warehousemen and Helpers Local No. 91, and Cartage and Miscellaneous Employees' Union Local

No. 931, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of St. Lawrence Rendering Company Limited, Cornwall, Ont. (Investigating Officers: G. A. Lane and G. E. Plant).

Requests Received for Review of Decisions

1. General Drivers, Warehousemen and Helpers, Local Union No. 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, petitioner, Empire Freightways Limited, Winnipeg, Man., respondent, and Canadian Brotherhood of Railway, Transport and General Workers, respondent (*see* "Requests for Review Denied," above). The request was for the revocation of the certificate issued by the Board on January 25, 1962, to the Canadian Brotherhood of Railway, Transport and General Workers in respect of all drivers, maintenance garage employees, and warehousemen employed by the company (L.G. March 1962, p. 331).

2. General Drivers, Warehousemen and Helpers, Local Union No. 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, petitioner, Empire Freightways Limited, Winnipeg, Man., respondent, and Canadian Brotherhood of Railway, Transport and General Workers, intervener (*see* "Requests for Review Denied," above). The request was for the Board's reconsideration of its rejection on March 20, 1963, of an application for certification made by the petitioner on behalf of dockhands and a driver employed at the Winnipeg terminal of the company. The application for certification had been rejected for the reason that the unit was not considered to be appropriate for collective bargaining (L.G. May, p. 389).

3. Request for review of the certificate issued by the Board on May 21, 1954, affecting the National Association of Broadcast Employees and Technicians and CKCV (Quebec) Limited, Quebec, Que., joint petitioners (L.G. 1954, p. 992). (*See* "Requests for Review Granted," above).

4. Request for review of the certificate issued by the Board on August 24, 1960, affecting the Canadian Brotherhood of Railway, Transport and General Workers, petitioner, and the Canadian Pacific Railway Company (Bay of Fundy Service), respondent (L.G. 1960, p. 1027).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During April, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Atomic Energy of Canada Limited, Chalk River, Ont., and the Atomic Energy Allied Council (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

2. McClure Transport Limited, Edmundston, N.B., and District 50 of the United Mine Workers of America (Conciliation Officer: H. R. Pettigrove).

3. Canadian Pacific Air Lines, Limited, Vancouver Airport (Flight Kitchen Section at Sea Island), and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

4. Canadian National Hotels, Limited (Nova Scotian Hotel, Halifax), and Local 662 of the Hotel and Restaurant Employees' and Bartenders, International Union (Conciliation Officer: D. T. Cochrane).

5. National Harbours Board, Saint John, N.B., and National Harbours Board Police Association (Port of Saint John) (Conciliation Officer: H. R. Pettigrove).

6. Canadian Pacific Railway Company Great Lakes Steamships Service, Port McNicoll, Ont., and Canadian Maritime Union (CLC) (Conciliation Officer: T. B. McRae).

Settlement Reported by Conciliation Officer

Rod Service (Ottawa) Limited, Ottawa, and Local 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough) (L. G., May, p. 396).

Conciliation Board Appointed

Canadian National Hotels, Limited (Charlottetown Hotel, Charlottetown, P.E.I.), and Canadian Brotherhood of Railway, Transport and General Workers (L. G., Jan., p. 49).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in February to deal with a dispute between Canadian Transit Company, Windsor, Ont., and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L. G., April, p. 311) was fully constituted in April with the appointment of His Honour Judge P. S. MacKenzie of Walkerton, Ont., as Chairman. Judge MacKenzie was appointed by the Minister on the joint recommendation of the other two members of the Board, Francis Arbour and Henry Kobryn, both of Windsor, who were previously appointed on the nomination of the company and the union, respectively.

U.S. Building Trades Wage Rates Advance 0.3 Per Cent

Advances in wage scales of unionized building-trades workers in the United States averaged 0.3 per cent, or 1.2 cents, during the first three months of 1963, the U.S. Department of Labor's Bureau of Labor Statistics has announced. This rise approximated the increase registered in the corresponding period of 1962, according to the Bureau's quarterly survey of seven major building trades in 100 cities.

Changes during the quarter raised the estimated average wage scale for building-trades workers to \$3.99 an hour. Painters recorded the greatest advance with an average hourly scale increase of 2.9 cents. Building labourers and carpenters followed with advances of 1.4 and 1.3 cents, respectively. For the other crafts studied, except bricklayers, the rise was less than half a cent.

Higher wage scales were reported for a tenth of the workers included in the survey. The typical advance was 10 or 15 cents, each being provided in a fourth of the adjustments. Increases of 5 cents an hour occurred in an eighth of the adjustments, and 12½ cents in a like proportion. Hourly rates advanced in 20 cities for painters, and in 8 to 13 cities for the other trades.

LABOUR LAW

Legal Decisions Affecting Labour

Nova Scotia Supreme Court upholds granting of injunction and damages when strike illegally called. Alberta Supreme Court quashes certification order

In Nova Scotia, the Supreme Court confirmed the granting by the trial judge of an injunction and damages when the strike was called in contravention of the strike vote requirements under the Nova Scotia Trade Union Act.

In Alberta, the Supreme Court ruled that the refusal by the Board of Industrial Relations to communicate to the other party the evidence filed with the Board by the union on application for certification amounted to the denial of natural justice and made the certification order invalid.

Nova Scotia Supreme Court (Appeal Side) . . .

. . . confirms granting of injunction and damages for engaging in an unlawful strike and picketing

On September 6, 1962, the Nova Scotia Supreme Court dismissed an appeal from the judgment of Mr. Justice Bissett, who, granting an injunction against strike and picketing and in awarding damages, held that a majority vote in favour of a strike obtained in a combined vote of the employees in two bargaining units represented by the same union did not comply with the provisions of the Trade Union Act, which provides that no strike shall be called until a secret vote of "the employees in the unit affected" has been taken and "the majority of such employees have voted in favour of a strike." The details of Mr. Justice Bissett's judgment and the circumstances of the dispute were described in the *LABOUR GAZETTE*, April 1962, pp. 446-448.

In appeal, the court was of opinion that it is an actionable wrong to go on strike in contravention of the strike vote requirements of s. 24(3) of the Nova Scotia Trade Union Act where a combined vote is taken in two bargaining units (instead of a separate vote in each unit) or where on the taking of a vote in a unit a majority of those in the unit do not endorse the

strike. Moreover, peaceful picketing in pursuance of such an unlawful strike is also actionable as being a conspiracy to accomplish an unlawful purpose.

The Court recalled that in *General Dry Batteries of Canada Ltd. v. Brigenshaw et al.* (L. G. 1952, p. 188) and *Peerless Laundry & Cleaners Ltd. v. Laundry & Dry Cleaning Workers Union et al.* (L.G. 1952, p. 1488) the judges have taken the view that a legal picket can exist side by side with an unlawful strike.

However, Prof. A. W. R. Carrothers in "Recent Developments in the Tort Law of Picketing" (1957), 35 Can. Bar Rev., 1005 at p. 1014 stated:

It is submitted that where picketing is invoked to make an unlawful strike effective, it becomes the means or part of the means to an unlawful end and is itself unlawful. To separate picketing from striking in circumstances in which they are clearly integrated is to ignore the law of civil conspiracy.

Reviewing the case at bar, Mr. Justice Currie was of the opinion that until *Gagnon v. Foundation Maritime Ltd.* (L.G. 1961, p. 939) was decided in the Supreme Court of Canada, the application of the law of civil conspiracy to picketing was in an uncertain state. The decision in the *Gagnon* case makes it no longer valid to draw a line of demarcation between the act of picketing and the act of striking.

Mr. Justice Ritchie of the Supreme Court of Canada in the *Gagnon* case described conspiracy as follows:

A conspiracy consists, not merely in the intention of two or more but in the agreement of two or more, to do an unlawful act or to do a lawful act by unlawful means. The essence of the crime of conspiracy lies in the agreement itself which may be punishable, although no action has been taken pursuant to it, but the tort of conspiracy sounds in damages and is concerned only with the effect upon others of steps taken to carry out such an agreement.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Mr. Justice MacDonald, in the case at bar, pointed out that in the *Gagnon* case the Supreme Court of Canada provided the principle which is applicable to the situation under review. That principle is that persons who agree to procure and who do procure the employees of an employer to abstain from work by means of a strike prohibited by a statute thereby engage in an unlawful conspiracy and become liable in tort for damages resulting from the steps taken to carry out that agreement, whether those steps be otherwise lawful or not.

Further, the appeal court held that in any event the picketing in the case at bar amounted to an actionable nuisance in so far as untrue information appeared on placards and in pamphlets and in so far as it involved laughing and jeering at persons entering and leaving plaintiff's premises. Also the Court held that it was an actionable conspiracy and nuisance to distribute leaflets telling members of the public to refuse to pay any bills owing to the plaintiff until the strike was over.

Regarding the second strike vote the Court held that, although a strike following a strike vote taken in the combined units is unlawful, it is permissible for the union to take a second strike vote in each unit and thus to make the strike lawful from that time on in respect of employees in a unit where the majority have voted in favour of the strike. Although Section 24(3) of the Act does not spell out the procedure to be followed in conducting a strike vote, it must be construed to require reasonable notice of an impending vote to the employees in the affected unit.

The trial judge was of the opinion that some of the employees were not any longer eligible to participate in the second strike vote because as the result of the strike they already ceased to be the company's employees. The Court of Appeal was of different opinion. Section 2(1) of the Trade Union Act provides, *inter alia*, that no person shall cease to be an employee by reason only of ceasing to work as a result of a strike which is not contrary to the Act. Members of the office staff unit voted to strike in a combined vote with the sales staff unit of the same establishment. They were told that those who were not at work on the day of the strike would be "replaced". The strike occurred but since the combined vote was in violation of Section 24(3) of the Trade Union Act, separate votes in each unit were subsequently taken and three members of the office staff voted to strike. The trial judge held that they were no longer employees when the second vote was taken.

In the opinion of the appeal court it was open to the office staff to take a second vote and the strike in that unit was thereafter lawful. The Court held that the employees in question had not been "discharged" on going on strike after the illegal first vote, the term "replaced" used by the employer being capable of meaning that the place of a striking worker would be taken by someone else until the troubles were over.

In the opinion of Chief Justice Ilesley, as the members of the office unit voted unanimously in the second vote (October 12) in favour of a strike, their strike from then on was not unlawful. But as only six members of the sales unit voted for a strike in the second vote their strike from then on, as before, was unlawful. As the three members of the office unit assisted in the unlawful strike of the members of the sales unit after October 12, showing that they had agreed and were agreeing to the performance of an unlawful act and participating in the doing of that act, they were liable for the tort of conspiracy to the same extent as the members of the sales unit who participated in their unlawful strike.

A damage action by reason of a strike and picketing was brought against five individual defendants and a subsequent order declared that they should defend on behalf of themselves and all members of their union but that the union itself was not a party. The Court of Appeal held that it was clearly wrong to include in the action members of the union who took no part in the strike and members of the union employed by other employers. Therefore any judgment for damages should be limited to those who participated in the strike.

The Court of Appeal held that the union members who actually participated in the strike and the picketing were properly enjoined by the trial judge and were liable for damages for the injury they caused to the employer. *Jacobson Bros. Ltd. v. Anderson et al.* (1963) 35 DLR (2d) Part 10, p. 746.

Alberta Supreme Court . . .

... rules Board refusal to make evidence available to employer renders certification order invalid

On January 22, 1963, Mr. Justice Riley of the Alberta Supreme Court quashed a certification order because the Board of Industrial Relations refused to make available to the company a copy of the union's constitution filed with the Board by the union. The Court held that any of the

evidence used by the Board on an application for certification should be made available to the parties.

On October 9, 1962, the Secretary of the Alberta Board of Industrial Relations informed Capitol Cleaners & Laundry Ltd. that Local 1105 of the Retail, Wholesale & Department Store Union had applied to the Board to be certified as bargaining agent for the company's employees except office employees and those excluded by the Alberta Labour Act. On October 11 the company advised the Board that representation would be made on the company's behalf at the Board's hearing, which was subsequently fixed for November 5, and asked the Board for a copy of the union's constitution filed with the Board.

In answer to that request, the Board informed the company that under Section 105(5) of the Alberta Labour Act the Board is not permitted to allow public inspection of the material filed with the Board. Further, the Board advised the company to ask the union for a copy of its constitution.

On October 23 the company asked the union for a copy of its constitution but the request was refused.

At the hearing of the application for certification on November 5, the company objected to continuing the hearing unless it was allowed to receive and make representation respecting the constitution of the union. The Board refused to allow the company to see the copy of the constitution in the Board's possession, and the union once again refused to let the company have a copy.

On November 14 the Board issued a certification order certifying Local 1105 as a bargaining agent for a unit of employees of Capitol Cleaners & Laundry Ltd., Edmonton, comprising all employees except office employees and those in a supervisory

capacity, which was a different unit of employees than that which was the subject of the hearing on November 5.

After the certification order, the company applied to the Court by way of *certiorari* to quash the order on the ground that the actions of the Board violated the principles of natural justice.

Mr. Justice Riley in his judgment referred to Section 63 of the Act dealing with approval or refusal by the Board of application for certification, and Section 105 dealing with "Returns to Minister". Particularly he referred to subsection (5) of Section 105, which reads: "The information required to be filed under this section shall be used only for the purposes of this Part and shall not be open to inspection by the public."

In Mr. Justice Riley's opinion the Board, in refusing to allow the company to see the copy of the union's constitution in its possession, overlooked the reasons for judgment of the Alberta Supreme Court delivered by Mr. Justice Primrose, on April 3, 1958 in *Re Board of Industrial Relations and Oil, Chemical and Atomic Workers, and Britam Oil Pipe Line Co.* unreported, in which he stated:

On the hearing there was some confusion as to the meaning of Section 105(5) of the Act, which stipulates that information required to be filed can only be used for the purposes of this Part, but I am satisfied any of the evidence used by the Board in reaching its decision should be made available to the parties.

In the case under review Mr. Justice Riley reached the conclusion that a request by a party vitally interested in and affected by the certification order cannot be considered "the public" within the meaning, scope and purview of Section 105(5) of the Act. Consequently the certification order in question should be quashed. *Re Alberta Labour Act; Capitol Cleaners & Laundry Ltd. v. Board of Industrial Relations et al.*, (1963) 41 WWR, part 8, p. 500.

Concern with school drop-outs who are inadequately prepared for the job market was evidenced by enactments during the 1962 legislative sessions in New York and West Virginia, the United States Department of Labor reports.

New York authorized its Division for Youth to establish work training and counselling programs for out-of-school youth under 21 who lack the necessary skills and work attitudes to find jobs. Another New York law authorized the State Education Department to operate a "School-to-Employment" program, under which 15-year-old students identified as potential drop-outs will participate in a school-work program.

In West Virginia, under an experimental program authorized for one county, unemployed boys of 16 and 17 who had dropped out of high school were subject to compulsory job training during the summer of 1962. Reports on the program will determine whether it will be extended or abolished.

Recent Regulations under Provincial Legislation

New Brunswick sets special minimum rates for certain sawmill and forestry workers. Manitoba issues new fair wage schedule for construction workers

A new minimum wage order in New Brunswick set a minimum wage of \$46 a week or \$200 a month for employees in sawmills or in logging operations who have no regular work week.

In Manitoba, a new fair wage schedule for construction workers set higher minimum rates for a few occupations. Regulations under the Labour Relations Act set out the procedure to be followed with respect to strike votes.

Alberta Elevator and Fixed Conveyances Act

An amendment to the regulations under the Alberta Elevator and Fixed Conveyances Act governing periodic inspections and tests of elevators, escalators and dumb-waiters was gazetted as Alta. Reg. 119/63 on April 15.

The amendment sets out the procedure to be observed when an inspector directs an owner or his agent to take an unsafe fixed conveyance out of service. In this respect, the inspector may specify the manner in which the conveyance is to be sealed and whether the direction is to be carried out immediately in the presence of the inspector, or before a stated time or date. The owner or his agent is obliged to carry out these directions effectively.

No person may break or remove a seal, except on the authority of an inspector, or operate a sealed conveyance. If a seal is broken or removed without the authority of an inspector, the owner is required to notify the Chief Inspector immediately in writing.

Manitoba Fair Wage Act

In Manitoba, the annual fair wage schedule fixing minimum wages and maximum hours of work at straight-time rates for certain construction workers was gazetted as Man. Reg. 33/63 on April 27 to remain in force from May 1 until April 30, 1964.

Most of the rates are the same as in last year's schedule but a few were increased by 5 or 10 cents an hour, mainly in Greater Winnipeg. There were no changes in the hours provisions.

The principal changes, however, stemmed from a 1963 amendment to the Act narrowing the coverage of the schedule. Instead of applying to private construction work costing more than \$100 in places with a

population of over 2,000, the schedule now applies only in communities with a population of over 5,000 (Brandon, Dauphin, Flin Flon and Portage la Prairie). As a result, employers in eight smaller centres are no longer obliged to pay the rates prescribed in the schedule.

As before, the schedule applies also to public works authorized by the Minister of Public Works, and to private and public construction work in Greater Winnipeg. The Lieutenant Governor in Council also has authority to extend coverage to private work in other areas of the province.

Manitoba Labour Relations Act

New provisions dealing with strike votes were added to the Rules of Procedure and Practice for the Administration of the Manitoba Labour Relations Act by Man. Reg. 30/63 gazetted April 13.

A 1962 amendment to the Act provided for secret strike votes supervised by the Manitoba Labour Board. The regulations prescribe the form to be used when applying for a strike vote, set out the information to be submitted and lay down the procedure to be followed by the Board when taking a vote.

New Brunswick Minimum Wage Act

The New Brunswick Minimum Wage Board has issued a special minimum wage order for employees in sawmills and in logging operations who do not have a regular work week.

The new order applies to all employees in sawmills and in logging or forest operations who have no normal work week and whose hours of work are unverifiable. In particular, it covers guards, cooks and kitchen employees, stablemen, fire rangers and wardens, watchmen, scalers and assistant scalers, assistant foremen, cut inspectors, and clerks.

These employees must be paid a minimum wage of at least \$46 a week or \$200 a month.

The new order does not place any limitations on hours but stipulates that the Weekly Rest Period Act must be observed. This means that employees subject to this order must be given a weekly rest of at least 24 hours, wherever possible on Sunday.

(Continued on page 524)

UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Claimants for benefit numbered 685,000 on March 29, about 35,000 fewer than at end of previous month and almost same as total year earlier, statistics* show

Claimants for unemployment insurance benefit numbered 685,300 on March 29. This was about 35,000 fewer than the total of 720,500 at the end of February, but almost the same as that of March 30, 1962, when there were 687,500 claimants.

About two thirds of the claimants on March 29 had been on claim for an average of seven weeks, and nearly 30 per cent had been on claim continuously for an average of 20 weeks. Only 5 per cent had been on claim continuously for more than six months.

Some 160,000 claimants ceased to claim during March. Based on 1961-62 experience, an estimated 55,000 withdrew because they had exhausted seasonal benefits; it is assumed the remaining 105,000 returned to work.

Initial and Renewal Claims

Initial and renewal claims filed in March numbered 195,900, of which 143,600 were initial, and 52,300 renewal claims. This was only a little more than the 188,500 filed in February, and about 30,000 fewer than in March 1962.

New cases during March totalled 136,200, comprising about 70 per cent of the total. The new cases, which represent loss of jobs, included all the renewal claims, but only 83,900 of the initial ones. The remaining 60,000 initial claims, on behalf of claimants who exhausted regular benefit and requested an extension under the seasonal benefit provisions, thus do not represent loss of employment during the month.

As the seasonal benefit period advances, the proportion of initial claims classed as "new" diminishes; and the proportion represented by the remainder, which are described as "transitional," increases correspondingly. Thus in December 1962, the proportion of new claims among the initial

ones was 88 per cent, in January it was 78, in February 68, and in March 58 per cent.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in March was estimated at 589,700, compared with 591,900 in February and 638,800 in March 1962.

Payments during the month amounted to \$61,300,000, compared with \$58,700,000 in February, and \$68,800,000 in March 1962.

The average weekly payment was \$24.75 in March, \$24.81 in February, and \$24.49 in March 1962.

The increase in total payments does not conflict with the decline in the number of claimants during the month, because data on payments usually lag behind that on claimants. Payment data also cover the whole month's operation, whereas the count of claimants is made at the end of the month, and hence is more likely to be affected by changing conditions. In order to obtain a balance for the end of the fiscal year, the March data also include supplementary payments, which, in other months, would be included in the data for the next month.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

*See Tables E-1 to E-4, pages 539-541.

Insurance Registrations

Insurance books or contribution cards have been issued to 5,098,023 employees who have made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1962.

On March 31, registered employers numbered 337,425, a decrease of 868 since February 28.

Enforcement Statistics

During March, 11,009 investigations were conducted by enforcement officers across Canada. Of these, 7,311 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 191 were miscellaneous investigations. The remaining 3,507 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 292 cases, 76 against employers and 216 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentation by claimants numbered 1,944.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in March totalled \$28,365,-629.94, compared with \$26,381,492.32 in February and \$27,743,532.74 in March 1962.

Benefits paid in March totalled \$61,300,-599.60, compared with \$58,741,718.11 in February and \$68,826,615.12 in March 1962.

The balance in the Fund on March 31 was \$6,507,869.81; on February 28 it was \$39,442,839.47 and on March 31, 1962, it was \$63,535,370.96.

Monthly Report on Placement Operations of the National Employment Service

Placement operations of the National Employment Service during April 1963 maintained a level below that recorded a year ago, although a substantial seasonal increase in activity occurred during the month. Vacancies notified to NES offices also were fewer than during April 1962.

Some 85,400 placements were made during April, fewer than during the same month a year ago by 10.2 per cent but more than in April of any earlier year since 1953. Some 59,000 placements of men were effected, 10.4 per cent fewer than last year, and 26,400 placements of women, 9.6 per cent below last April's total.

Total placements during the first four months of 1963 amounted to some 291,000, fewer than in the same period in 1962 by 9.1 per cent, but considerably more than during the same four months of 1961 or any other postwar year.

Vacancies notified by employers to local employment offices during April amounted to some 116,700, a decrease of 5.1 per cent from the year-earlier figure. Vacancies for men, at 77,500, declined by 6.5 per cent, a higher rate of decline than for vacancies for women, which, at 39,100, decreased

2.2 per cent from April 1962. Nevertheless, these rates of year-to-year decreases were less than those recorded the previous month, the result of a stronger seasonal upturn this April.

A total of some 377,000 vacancies have been notified during the first four months of 1963, less than the 401,000 during the same period last year, but higher than in any earlier year since 1956.

Some 3,800 or 4.4 per cent of the placements effected during April involved the movement of workers from one local office area to another. This was smaller in number than placements last April but represented about the same proportion of total placements.

Regionally, April placements, with percentage changes from April 1962, were:

Atlantic	5,100	-29.8
Quebec	24,800	-10.1
Ontario	31,300	- 6.4
Prairie	16,700	-12.4
Pacific	7,500	- 2.6

*These do not necessarily relate to the investigations conducted during this period.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2136, March 12, 1963

Summary of the Main Facts: The claimant filed an initial application for benefit in Toronto on July 20, 1962, and was registered for employment as a labourer. He stated that he had last worked as a porter for a railway express company from June 1961 to July 19, 1962, at which date he had lost his employment for the following reasons: "Voluntary separation. The hours were 4.30 p.m. to 1 a.m.—result I was unable to secure transportation, thus having a walk of four miles."

On August 7, 1962, the local office asked the claimant what means of transportation had been available to him in the past, how long he had been on the same shift, what steps he had taken in order to obtain a change of shift and what effort he had made to arrange for transportation.

On August 8, 1962, the insurance officer disqualified the claimant from receiving benefit for the period July 15, 1962 to August 25, 1962 for having voluntarily left his employment without just cause within the meaning of Section 60(1) of the Act.

On August 9, 1962, the claimant mailed the following answer to the request of the local office for additional information:—

The last bus to Lawrence and Bellamy leaves Brimley and Eglinton at 1.05 a.m. which as you can see is impossible to get from downtown in 5 minutes.

As regards getting my shift changed, this is not possible due to the fact I had only 1 year seniority and to get a day job one needs at least 8 years seniority and I know I could not wait this long. . . .

I have not drawn any benefits from the Commission for 12½ years and if you could find me a job with a reasonable salary I would be quite happy not to claim any. I would also like to state that in my 14 years in Canada the Commission has yet to find me a job. I am a family man and have not been unemployed any more than 4 days in the past 12½ years. I have been on short time at different periods and even then I did not draw unemployment insurance.

In a letter received in the local office on August 22, 1962, the claimant appealed to a board of referees.

The claimant advised the local office in an undated letter that he would be unable to attend the hearing of his case because he had found a temporary job and could not afford to take a leave of absence.

On September 26, 1962, a board of referees dismissed the claimant's appeal.

The board's unanimous decision reads, in part:

... We are agreed from the evidence that the claimant voluntarily left his employment with the [company], Toronto, on 19 July 1962, without just cause, within the meaning of the Act. Transportation difficulties do not constitute cause within the meaning of the Act.

... The claimant's appeal is dismissed and the disqualification imposed by the insurance officer is upheld.

On October 27, 1962, the claimant applied for leave to appeal to the Umpire and stated:

I feel that I had a legitimate claim to benefit during the period I was unemployed. The board stated I had not answered two questions, namely (1) how long had I been in the shift I was on. I had been on the same shift the whole 13 months at the [company] (2) what form of transportation did I use before. In the district I live in there is only one form of transportation and this I use all the time. I stated that the last bus leaves Eglinton and Brimley at 1.05 a.m. and I finished work at 1 a.m., a good 10 miles away, which meant a walk of 4 miles in all kinds of weather and this I could not continue to do. Enclosed is a bus schedule. My closest bus stop is Markham Road and Brimorton. All other information the board has.

The chairman of the board of referees granted the claimant permission to appeal to the Umpire on the following grounds:

Are we correct in stating that transportation difficulties do not constitute cause for leaving, when no public transportation, in an urban area, operates after the claimant finishes his regular day of employment.

Considerations and Conclusions: The established jurisprudence is to the effect that a person in the claimant's circumstances should move nearer to his place of employment. In my opinion, he cannot show "just cause" for having voluntarily left his employment unless he can prove (a) that no nearer accommodation was available or, if available, that the move would have resulted in undue hardship to himself and his family, or (b) that he had a definite prospect of a more conveniently located employment in the very near future, or (c) that, for health or other serious reasons, it was impossible for him to remedy the situation.

As the claimant has adduced no evidence to show that he had left his employment for one of these reasons, I consider that he was rightly disqualified from receiving benefit. However, in view of the extenuating circumstances, which obviously existed

in his case, I decide to reduce the period of the disqualification from six to three weeks.

But for this modification, the claimant's appeal is dismissed.

Decision CUB 2138, April 5, 1963

(Translation)

The claimant filed an initial application for benefit on February 26, 1962, and was registered for employment at the Rouyn local office as a piece-maker (logs). A bushworker for fifteen years, the claimant had been working for the last two seasons as a skidder for the Quemont Lumber Ltd., in Matachewan, Ont., from June 17, 1961 to January 6, 1962. His rate of pay was \$10 per 1000 feet.

On March 5, 1962, the local office notified the claimant of an offer of employment as a bushworker for the *Fédération des Chantiers Co-Opératifs*; he was to apply for the job at the office of the *Fédération* at Taschereau, Que., before March 12, 1962. The employment was subject to the following conditions:

Functions: Cut all the timber in lengths of 8 feet, with a swing.

Rate of Pay: \$12 the apparent cord of 8 foot timber; \$10 per thousand feet if desired. The timber is measured on the trucks.

Probable Wages: \$17 a day.

Equipment required: Power-saw.

Duration of employment: Until mid-April, approximately.

Transportation: At your own expense as far as the office of the *Fédération* at Taschereau. If you do not own a car, the employer will drive you free of charge as far as the place of work, 50 miles from Taschereau, Mazarrin Township.

The claimant failed to apply for the job on the ground that he had no power-saw and that he had registered for employment as a skidder.

On March 22, 1962, the insurance officer disqualified the claimant from March 4, 1962 to April 14, 1962, inclusive, because, in his opinion, he had without good cause failed to accept a situation in suitable employment (Section 59(1) of the Act).

On March 26, 1962, the claimant appealed to a board of referees for the following reasons:

Please take note that I was offered a situation on March 5, at the Chantier Coopératif, which required the possession of a power-saw; I refused because I do not own a power-saw and have no money to buy one, not even enough money to pay for my trip to the logging camps. I want to insist on the fact that I filed an application for benefit on February 26, 1962, and asked for employment in Ontario. I do not work in Quebec anymore . . .

On March 22, I started to work on the demolition of the church at Dubois, in St. Roch, for a period of 15 days; after that, I wish the benefits to continue . . .

On May 1, 1962, the board of referees, consisting of the president and only one other member, gave the following decision:

. . . Considering that the claimant has many years of experience in timber work, that until recently he was still owner of a power-saw, that he was registered at the unemployment office as a piece-maker, the board of referees thinks that the situation offered to him was in the line of work of the claimant and consequently, he should have accepted it.

The board unanimously dismiss the appeal . . .

The claimant, who had objected to his appeal being heard by two persons only, protested; his case was heard again on June 14, 1962. The majority members of the board expressed the opinion that in the absence of new facts, a modification of the initial decision was not justified.

The dissenting member of the board expressed the following opinion:

I think that we have to consider the fact that a taxi driver does not have to own a car if he wants to be hired. The same applies to a truck driver; a miner is not obliged to own the equipment needed to perform his work.

Nothing in the Unemployment Insurance Act requires a worker to own a power-saw. This working tool should be provided by the employer.

For this reason, I consider that the claimant had a good cause to refuse the situation offered to him.

On August 15, 1962, a representative of the United Steelworkers of America sent to the Rouyn local office a letter which reads, in part, as follows:

. . . First of all, the officer's decision given on March 22, 1962 seems to create a precedent which, we think, can prejudice a great number of workers who in the same circumstances would become unemployed.

A power-saw is a very expensive tool for a worker to buy and still more for an unemployed man. Now, a timber worker, especially one working in the north-west area of Quebec, often cannot afford to buy one of those tools. I think that to force a woodsman to buy a power-saw at a cost of a few hundred dollars before he can find a job lasting only a few weeks is absolutely illogical and unfair toward this claimant . . .

On October 1, 1962, the claimant appealed to the Umpire on the ground that he had refused to apply for the situation because he had no power-saw and no money to pay for his trip.

The claimant requested an oral hearing before the Umpire, which was held in Ottawa on January 31, 1963. He was represented by an official of the Canadian

(Continued on page 524)

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during April

Works of Construction, Remodelling, Repair or Demolition

During April the Department of Labour prepared 211 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 105 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 104 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and Defence Construction (1951) Ltd. and the Departments of Defence Production, Fisheries, Mines and Technical Surveys, Public Works, and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in April for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	124	\$1,247,542.00
Post Office	22	378,462.95
Public Works	1	26,735.00
Royal Canadian Mounted Police	1	13,750.00
Transport	7	898,927.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon in-

cluded with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate, but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during April

During April the sum of \$24,358.78 was collected from 12 contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 434 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during April

Atomic Energy of Canada Limited

Douglas Point Ont: Lincoln Plumbing & Heating Ltd, installation of ventilating duct for Reactor Bldg.

Central Mortgage and Housing Corporation

Halifax N S: Milligan Bros Ltd, site improvement & planting for 116 housing units, FP 4/59 (Phase I). *Montreal Que:* Edgar Milot Ltee, interior painting of public areas, Cloverdale Park; Edgar Milot Ltee, interior painting of public areas, Place Benoit; Planned Renovators Ltd, interior painting of public areas, St Georges Gardens; Planned Renovators Ltd, interior painting of public areas, Terrasse Belleville; Charney Bros Ltd, exterior painting of apartment bldgs, Cloverdale Park; Charney Bros Ltd, exterior painting of apartment bldgs, St Georges Gardens; Charney Bros Ltd, exterior painting of apartment bldgs, Terrasse Belleville. *Ottawa Ont:* Noren Construction Ltd, construction of apartment bldg, FP 2/58. *Pinawa Man:* Metropolitan Construction Ltd, construction of 50 housing units (Job 39—AECL).

In addition, this Corporation awarded nine contracts containing the General Fair Wages Clause.

Department of Citizenship and Immigration

St John River Indian Agency N B: Myles D Chown, construction of school, additional toilet facilities & general repairs to school, Kingsclear Reserve. *Nakina Indian Agency Ont:* Hakala Construction, construction of school, residence & power plant bldg, Aroland Reserve. *Sioux Lookout Indian Agency Ont:* Kruchak's Electric & Refrigeration, alterations & addition to electrical system, Sioux Lookout IRS. *File Hills Qu'Appelle Indian Agency Sask:* Regel Bros Construction Ltd, installation of walk-in freezer unit & minor alterations to walk-in cooler room, Qu'Appelle IRS. *Kamloops Indian Agency B C:* Joseph Gabriel, construction of one classroom addition & staff residence, Deadman's Creek IDS, Deadman's Creek IR.

Defence Construction (1951) Limited

Dartmouth N S: Dartmouth Asphalt Co Ltd, repairing & seal coating of asphalt pavement, RCNAS Shearwater. *Halifax N S:* A N Shaw & Sons Ltd, exterior brickwork repairs to three bldgs, HMC Dockyard. *Val d'Or Que:* Tyver Ltd, construction of APU Bldg, RCAF Station. *Kingston Ont:* T A Andre & Sons Ltd, renovations to washrooms, Bldg No 33, RMC. *North Bay Ont:* M J Sulpher & Sons Ltd, construction of extension to Officers' Mess, RCAF Station. *Fort Churchill Man:* Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, installation of diesel generator unit. *Cold Lake Alta:* Barmac Construction Ltd, modifications to sewage treatment plant, RCAF Station. *Penhold Alta:* Lockerbie & Hole Western Ltd, supply & installation of two distribution pumps & ancillary work, RCAF Station. *Various locations:* Two contracts awarded in the restricted category.

Building and Maintenance

Quebec Que: O Vallee Ltee, replacement of 55 windows with metal & interior painting at 1048 rue St Jean. *Virden Man:* Central Construction Co Ltd, erection of prefabricated bldg. *Whitehorse Y T:* Dawson & Hall Ltd, replacement of hardware for overhead doors, RCEME garage.

In addition, Defence Construction (1951) Ltd. awarded two contracts containing the General Fair Wages Clause.

Department of Defence Production

Goose Bay (Labr) Nfld: Dale's Excavating Services, supply & installation of power poles, RCAF Station. *Bedford N S:* J L Nichols Contracting Ltd, replacement of wood window units in Bldg No 40, RCN Magazine. *Cornwallis N S:* Donald J Lowe, replacement of windows in Bldg No 44-2, HMCS *Cornwallis*; Donald J Lowe, renovation of shower & washroom area, Bldg 31-1, HMCS *Cornwallis*; Donald J Lowe, renewal of asphalt roofing shingles on Bldgs No 35-4 & 36-1, HMCS *Cornwallis*; Chas Dargie & Son Ltd, repairs to floors in Bldg No 10, HMCS *Cornwallis*. *Greenwood N S:* Charles W Thompson, application of fertilizer, RCAF Station. *Shearwater N S:* Daniel A Myers, interior repairs & painting of "C" hangar, RCN Air Station; Parker Bros (1960) Ltd, fire retardant interior painting, hangar No 4, RCN Air Station; Alex Grant, interior painting of Bldg No 5, RCN Air Station; Harry Gray, interior painting of Bldg No 4, RCN Air Station. *Camp Gagetown N B:* Leonard Roofers Ltd, re-roofing Bldg D-5. *Moncton N B:* Larry Electric Ltd, installation of automatic fire detection & evacuation system, HMCS *Coverdale*. *Clinton Ont:* Cardinal Painting & Decorating Co Ltd, interior painting of 23 PMQs, RCAF Station; Len J McCarthy, exterior painting of various bldgs, RCAF Station. *Downsview Ont:* A P Green Fire Brick Co Ltd, resetting of boiler No 1 (Plant 2), RCAF Station. *Rockcliffe Ont:* Beaudoin Construction Ltd, painting & roofing, RCAF Station. *Shilo Man:* Hay Decorating Co Ltd, exterior painting of 11 bldgs, Military Camp. *Comox B C:* Federal Joint Sealing Co of Canada Ltd, removal of old compound & cleaning & sealing of pavement on taxi-strip, runway 36, RCAF Station; Cochrane Fuel & Trucking Ltd, application of asphalt curbing & road repair asphalt, RCAF Station.

In addition, this Department awarded 40 contracts containing the General Fair Wages Clause.

Department of Fisheries

This Department awarded one contract containing the General Fair Wages Clause.

Department of Mines and Technical Surveys

This Department awarded two contracts containing the General Fair Wages Clause.

National Harbours Board

Halifax N S: Standard Construction Co Ltd, construction of overhead passageway to second floor of Shed No 21. *Montreal Que:* Lord & Cie Ltee, supply & erection of structural steel framework, Transit Shed, Section 28; The Highway Paving Co Ltd, paving of roadway, shed & wharf at Sections 27-28. *Quebec Que:* Hursteel Products Ltd, modifications to marine legs. *Prescott Ont:* Foresteel Products (1962) Ltd, additions to dust control system, Elevator.

Department of Northern Affairs and National Resources

Cape Breton Highlands National Park N S: Paul MacDonald Ltd, installation of electrical system in paint & carpenter shop & fire equipment & workshop bldg; Fred Pierce Ltd, installation of plumbing & heating systems in paint & carpenter shop & fire equipment & workshop bldg. *Banff National Park Alta:* Burns & Dutton Construction (1962) Ltd, construction of water supply system to Banff School of Fine Arts.

Projects Assisted by Federal Loan or Grant

Batawa Ont: Bay City Construction Ltd & Maurice H Rollins Construction Ltd, construction of outfall sewer; Lightfoot Construction Co, construction of sewage treatment plant. *Mattawa Ont:* Val d'Or Construction Co Ltd, construction of sewage disposal system. *Niagara-on-the-Lake Ont:* Framat Construction Ltd, construction of sewage works (Contract No 1).

Department of Public Works

Fortune Nfld: Dominion Construction Co Ltd, harbour improvements. *Little Bay Nfld:* Gid Sacrey Ltd, wharf reconstruction & extension. *St Joseph's (Salmonier) Nfld:* Gid Sacrey Ltd, harbour improvements. *Souris P E I:* R A Douglas Ltd, breakwater repairs. *Caribou N S:* R A Douglas Ltd, repairs to fender system. *Feltzen South N S:* Naugle's Sand & Gravel Co Ltd, breakwater repairs. *Weymouth North N S:* Mosher & Rawding Ltd, wharf reconstruction. *Lameque N B:* Comeau & Savoie Construction Ltd, harbour improvements (connecting block). *Moncton N B:* Hi-Lite Electric Co Ltd, electrical alterations to Post Office Bldg. *Cap Rouge Que:* Ste Foy Construction Ltee, construction of protection works (Plage Jacques-Cartier & Crescent Beach). *Montreal Que:* Tempered Air Inc, addition to ventilation & alterations to air exhaust systems for RCMP Headquarters, 4095 St Catherine St W. *Pointe au Pic Que:* Les Entreprises Cap Diamant Ltee, installation of fenders. *Quebec City Que:* E M M Enr, moving furniture, etc, for various departments. *Rawdon Que:* Jean-Jacques Lane Enrg, construction of post office bldg. *Goderich Ont:* Dean Construction Co Ltd, harbour repairs & improvements (wall reconstruction). *Ottawa Ont:* R & R Construction, window repairs to Citizenship Bldg; Conniston Construction Co Ltd, landscaping, Computer Bldg, Tunney's Pasture. *Toronto Ont:* Mathews Conveyor Co Ltd, installation of metered mail handling equipment, Postal Terminal "A" Bldg. *Jan Lake Sask:* Piggott Construction Ltd, construction of wharf. *Pelican Narrows Sask:* Piggott Construction Ltd, construction of wharf. *Prince Albert National Park Sask:* Steffler Construction Ltd, grading & culverts, mile 11.84-18.28, Waskesiu Highway Scenic Drive. *St Albert Alta:* Ness Construction Ltd, additions & alterations to post office. *Bull Harbour B C:* Walden Bros Sawmills Ltd, float renewal. *Jeune Landing B C:* Greenlees Piledriving Co Ltd, wharf renewal. *Natal B C:* A E Jones Co Ltd, construction of post office bldg. *Prince Rupert B C:* Vancouver Pile Driving & Contracting Co Ltd, harbour improvements. *Zeballos B C:* Quadra Construction Co Ltd, wharf repairs. *Watson Lake-Ross River Development Road & Nahanni Pioneer Road Y T:* Pambina River Construction Ltd, repairs & gravelling.

In addition, this Department awarded 38 contracts containing the General Fair Wages Clause.

The St. Lawrence Seaway Authority

Lachine Que: Canadian Structural Steel Works Co Ltd, repairs to members of Bridge No 8, Lachine Canal. *St Catharines Ont:* Dominion Bridge Co Ltd, restoration of profile of crown sheaves bearings, Bridges 13, 14, 20 & 21, Welland Canal; Dominion Bridge Co Ltd, repair & reconditioning of machinery for rolling lift bridges Nos 1, 3, 4E, 4W, 6E, 6W, 7 & 9, Welland Canal; Annett Chemicals Ltd, grouting—Locks 5 & 6, Welland Canal.

Department of Transport

Halifax N S: Conniston Construction Co Ltd, maintenance of Horticultural Grounds Establishment & interior plantings of Terminal Bldg & surrounding area, International Airport. *Ste Anne de Bellevue Que:* Claude Renaud, erection of combined superintendent's dwelling & office, Ste Anne Canal. *Gambridge Ont:* Andre Basil Ltd, construction of brick veneer bldg for boating public at Lock 41, Trent Canal. *Trenton Ont:* J D Coad Construction Co, construction of brick veneer bldg for boating public at Lock 1, Trent Canal. *near Trenton Ont:* J D Coad Construction Co, construction of brick veneer bldg for boating public at Brighton Road Bridge on Murray Canal. *Sault Ste Marie Ont:* Ron Engineering & Construction Ltd, construction of Air Terminal Bldg & related work. *Washago Ont:* Andre Basil Ltd, construction of brick veneer bldg for boating public at Lock 42, Trent Canal. *Grande Prairie Alta:* Cookshaw Electric Ltd, construction of lighting facilities, including replacement of low intensity lighting on approaches Nos 11 & 29, & related work, Airport. *Fort St John B C:* Lance Construction Ltd, modification of power house & related work, Airport. *Penticton B C:* Kenyon & Co Ltd, landscaping, construction of entrance road & car parking area & roadway lighting for Air Terminal Bldg. *Port Hardy B C:* McGinnis Construction Ltd, improvements to water supply system, Airport. *Yellowknife N W T:* Solar Construction Co Ltd, construction of Operations Bldg & related work.

In addition, this Department awarded 12 contracts containing the General Fair Wages Clause.

PRICES AND THE COST OF LIVING

Consumer Price Index, May 1963

The consumer price index (1949=100) was unchanged at 132.3 between the beginning of April and the beginning of May. The May index was 1.7 per cent above the May 1962 index of 130.1.*

Declines in the food, clothing, and tobacco and alcohol indexes offset increases in the transportation, health and personal care, and recreation and reading indexes. The housing index was unchanged.

The food index decreased 0.5 per cent, from 128.9 to 128.3, as lower prices were reported for eggs, fats, lettuce, oranges, pork, veal, chicken and turkey. Prices increased for milk, sugar, jams, most fresh and canned fruits and vegetables, orange juice and beef.

The housing index was unchanged at 136.0. A fractional decline in the household operation component balanced a rise in the shelter component. In shelter, rents were unchanged but the index of home-ownership was up slightly. In household operation, price increases for furniture, floor coverings and textiles more than balanced lower prices for fuel, utensils and equipment and household supplies.

The clothing index declined 0.1 per cent, from 115.7 to 115.6. Decreases in men's and women's wear outweighed higher prices for children's wear and footwear.

The transportation index rose 1.0 per cent, from 139.2 to 140.6, largely as a result of higher transit fares in Toronto at the beginning of May (rescinded May 20). The automobile operation component also increased, however, with higher prices for gasoline and automobile insurance. Prices for new passenger cars edged up.

The health and personal care index increased 0.3 per cent, from 162.1 to 162.6, reflecting price increases for pharmaceuticals in the health care component and for both supplies and services in the personal care component. In personal care services, prices of men's haircuts and women's hairdressing were higher.

The recreation and reading index increased 0.5 per cent, from 148.0 to 148.8. The reading component was unchanged but the recreation component rose as a result of higher prices for motion picture admissions, camera film, bicycles and toys.

The tobacco and alcohol index declined from 117.9 to 117.8 as lower prices for cigarettes moved the tobacco component. The alcoholic beverages component was unchanged.

Group indexes in May 1962 were: food 124.5, housing 134.5, clothing 112.8, transportation 140.4, health and personal care 158.2, recreation and reading 147.1, and tobacco and alcohol 117.9.

City Consumer Price Indexes, April 1963

Between March and April, consumer price indexes (1949=100) rose in six of the ten regional cities and fell in the other four.* Increases were 0.1 per cent or 0.2 per cent and decreases ranged from 0.1 per cent to 0.4 per cent.

Food indexes rose in six cities and fell in four. Increases ranged from 0.3 per cent in St. John's and Montreal to 1.0 per cent in Edmonton-Calgary; decreases ranged from 0.1 per cent in Ottawa to 0.8 per cent in Toronto. Indexes for housing were up in four cities, down in four, and unchanged in two. Prices for clothing were higher in seven cities, lower in one, and unchanged in two. In the transportation component there were two cities with higher indexes, seven with lower indexes, and one with no change. The health and personal care indexes showed increases in eight cities and decreases in two. Indexes for recreation and reading rose in three cities, fell in five, and remained unchanged in two. Indexes for tobacco and alcohol were unchanged in all cities but two: one up and one down.

Point changes between March and April in regional consumer price indexes were: Saint John +0.3 to 133.2; Ottawa +0.3 to 133.4; St. John's +0.2 to 119.5†; Montreal +0.2 to 132.2; Edmonton-Calgary +0.2 to 127.4; Vancouver +0.1 to 131.8; Winnipeg -0.5 to 129.3; Saskatoon-Regina -0.3 to 128.0; Halifax -0.1 to 131.2; Toronto -0.1 to 133.6.

Wholesale Price Index, April 1963

The general wholesale price (1935-39=100) rose 0.2 per cent to 242.8 in April from 242.4 in March. Five major group indexes were higher, two lower, and one

* See Table F-1, page 542.

* See Table F-2, p. 542.

† On base June 1951=100.

unchanged. The April index was 2.3 per cent higher than the April 1962 index of 237.4.

The vegetable products group index rose 0.9 per cent to 224.7 from 222.7, the textile products group index increased 0.5 per cent to 248.9 from 247.7, and minor advances of 0.2 per cent or less occurred in non-ferrous metals, to 196.5 from 196.1; chemical products, to 190.1 from 189.8; and wood products, to 321.2 from 321.1.

The animal products group index declined 0.5 per cent to 251.6 from 252.9, and the non-metallic group index eased down 0.2 per cent to 189.1 from 189.4.

The iron products group index was unchanged at 253.2.

The index of Canadian farm product prices (1935-39=100) moved down 0.3 per cent in the three-week period ended April 19, dropping to 219.0 from 219.7 at March 29. The field products index declined 1.2 per cent but the animal products index moved up 0.3 per cent.

The residential building materials price index (1935-39=100) moved up 0.5 per cent in April to 299.0 from 297.5 in March.

On the base 1949=100, it rose to 131.1 from 130.5.

The non-residential building materials price index (1949=100) edged up 0.1 per cent to 133.7 from 133.5.

U.S. Consumer Price Index, April 1963

The United States consumer price index (1957-59=100) remained at 106.2, a record, between mid-March and mid-April. In April 1962 the index was 105.2.

A 3½-per-cent drop in pork and beef prices, which brought meat prices as a whole to their lowest point in five years, balanced price increases for sugar, fresh fruits and vegetables and canned and frozen orange juice, and apparel, and increases in costs of reading and recreation, and personal and medical care.

British Index of Retail Prices, March 1963

The British index of retail prices (Jan. 16, 1962=100) rose 0.1 per cent, from 103.6 to 103.7, between mid-February and mid-March. In March 1962 it was 100.5.

Food prices were unchanged but there were increases in both the housing and services groups.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the **LABOUR GAZETTE**.

List No. 176

Annual Reports

1. **BRITISH PRODUCTIVITY COUNCIL.** *Annual Review, 1961/62.* London, 1962. Pp. 12.

2. **CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH.** *Working and Living Conditions in Canada.* 11th ed., April 1962. Ottawa, Queen's Printer, 1962. Pp. 77.

Deals with employment, earnings, working conditions, education and training facilities, living conditions and social welfare services.

3. **GREAT BRITAIN. ADVISORY COUNCIL ON SCIENTIFIC POLICY.** *Annual Report, 1961/1962.* London, HMSO, 1963. Pp. 45.

4. **MANITOBA. DEPARTMENT OF LABOUR.** *Annual Report for the Calendar Year ending December 31, 1962.* Winnipeg, 1963. Pp. 148.

5. **NEWFOUNDLAND. WORKMEN'S COMPENSATION BOARD.** *Annual Report for 1961.* St. John's, 1962. Pp. 42.

6. **PRINCE EDWARD ISLAND. WORKMEN'S COMPENSATION BOARD.** *Annual Report, 1961.* Charlottetown, [1962?]. Pp. 19.

7. **QUEBEC. DEPARTMENT OF LABOUR.** *General Report of the Minister of Labour on the Activities of his Department during the Financial Year ending March 31, 1962.* Quebec, 1962. Pp. 357.

8. **SASKATCHEWAN. DEPARTMENT OF LABOUR.** *Eighteenth Annual Report for the Twelve Months ended March 31, 1962.* Regina [1962?]. Pp. 137.

Business

9. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Forecasting Sales*. New York, c. 1963. Pp. 109.

"The sales forecast is usually the key instrument in the planning and control of company operations . . ." Using the experience of about 200 firms, this report describes the principal forecasting methods now in use, and the advantages and limitations of each. Twenty-seven case histories are included.

10. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Development of a Body of Management Teachers; Final Report*. Paris, 1962. Pp. 45.

The report presents the views of a working group established by the former European Productivity Agency of the Organization for European Economic Co-operation. The group studied the "increasing requirements in Europe for teachers and researchers in business management" and made suggestions for acquiring more management teachers.

Canada at Work Broadcasts

The following four talks were sponsored and published by the federal Department of Labour in Ottawa in 1962 and 1963.

11. DYMOND, WILLIAM RICHARD. *Man-power Implications of Technological Change*. Pp. 4. A talk about the effect of automation on manpower.

12. LEESON, RICHARD C. *There is No time like the Present*. Pp. 5.

The speaker left school six years ago after completing Grade 11, but returned to complete his secondary education. He told why he left school and why he felt he had to return.

13. WEIR, J. R. *An Assessment of Agriculture in Canada and the Implications for Training*. Pp. 5.

The speaker, Dean of Agriculture and Home Economics at the University of Manitoba, gave this talk at a recent National Conference on Agricultural Training, which was held in Ottawa under the sponsorship of the federal Department of Labour. He spoke about vocational education for farmers.

14. WERSHOF, MAX HIRSCH. *International Efforts for Human Rights*. Pp. 7.

The speaker, Assistant Under Secretary of State for External Affairs in Ottawa, spoke briefly about the work of the United Nations in the field of civil rights.

Conferences

15. CANADIAN TAX FOUNDATION. *Report of Proceedings of the Sixteenth Annual Tax Conference . . . Toronto, November 26-27-28, 1962*. Toronto, 1963. 1 volume.

16. CONFEDERATION DES SYNDICATS NATIONAUX. *Procès-verbal, Quarantième Session du Congrès de la C.S.N., Montréal, 1962*. Québec, 1962. Pp. 399.

17. INTER-AMERICAN STUDY CONFERENCE ON LABOUR-MANAGEMENT RELATIONS, MONTEVIDEO, 1960. *Some Aspects of Labour-Management Relations. in the American Region; a Summary of the Discussions of the Inter-American Study Conference on Labour-Management Relations, Montevideo, 3-12 November 1960*. Geneva, International Labour Office, 1961. Pp. 234.

There were four topics discussed at the Conference: 1. The part played by legislation and collective bargaining in determining working conditions and settling labour disputes. 2. Dismissal and lay-off procedures and job security. 3. Measures that can be used within undertakings to promote good relations between management and staff. 4. The contribution of universities, research and training institutions, to the improvement of labour-management relations.

18. INTERSTATE CONFERENCE ON LABOR STATISTICS. 19th, BLOOMINGTON, IND., 1961. *Proceedings of 19th Interstate Conference on Labor Statistics, July 11-14, 1961, Bloomington, Indiana*. Washington, GPO, 1962. Pp. 272. Conference co-sponsored by the Indiana Department of Labor, the University of Indiana and the U.S. Bureau of Labor Statistics.

Some of the topics discussed at the Conference were the U.S. Area Redevelopment Act of 1961; the effect of technological change and automation on employment; labour turnover; minimum wages; collective bargaining statistics; workmen's compensation statistics; and business cycle indicators.

19. LABOR-MANAGEMENT CONFERENCE, WEST VIRGINIA UNIVERSITY. 12th, 1962. *Proceedings of the Twelfth Annual Labor-Management Conference, April 12-13, 1962*. Arranged in co-operation with the College of Commerce, the College of Law [and] the Department of Political Science. Morgantown, Institute of Industrial Relations, West Virginia University [1962]. Pp. 37.

Contents: Adaptation to Technological Change under Collective Bargaining. Philosophies of Labor-Management Relations. Collective Bargaining and National Labor Policy.

20. MANITOBA FARMERS UNION. *Report and Program, Twelfth Annual Convention . . . Winnipeg, December 4, 5, 6, 1962*. Winnipeg, 1962. Pp. 78.

21. SASKATCHEWAN FEDERATION OF LABOUR (CLC). *Minutes and Proceedings of the Seventh Annual Convention held at . . . Regina, October 4, 5, 6, 1962*. Regina, 1962. 1 volume (various pagings).

Economic Conditions

22. BAUCHET, PIERRE. *La planification française; quinze ans d'expérience*. Paris, Editions du Seuil, 1962. Pp. [318].

A discussion of economic planning in France between 1946 and 1961. In 1946, the French government instituted "un Plan d'ensemble

pour la modernisation et l'équipement économique de la métropole et des territoires d'outre-mer." The plan was renewed in 1956, 1959, and 1962.

23. CANADA. DEPARTMENT OF TRADE AND COMMERCE. *Private and Public Investment in Canada, Outlook 1963 and Regional Estimates*. Ottawa, Queen's Printer, 1963. Pp. 39.

24. COMMITTEE FOR ECONOMIC DEVELOPMENT. *Reducing Tax Rates for Production and Growth; a Statement on National Policy by the Research and Policy Committee*. New York, 1962. Pp. 56.

The report outlines reasons for reducing U.S. federal tax rates on individual and corporate incomes in order to aid the economy.

25. LUTZ, FRIEDRICH AUGUST. *The Problem of International Economic Equilibrium*. Amsterdam, North-Holland Publishing Co., 1962. Pp. 75.

Contents: Causes of Balance-of-Payments Disequilibria. The Purchasing-Power-Parity Theory. Different Rates of Inflation. Different Rates of Productivity Growth. International Capital Movements. Balance of Payments Policies. The Problem of International Liquidity.

26. NATIONAL COUNCIL OF APPLIED ECONOMIC RESEARCH. *Techno-Economic Survey of Orissa*. New Delhi, 1962. Pp. 309.

Orissa is an Indian State which has not developed economically in spite of rich natural resources. This survey analyses the reason for the lack of development in the past and outlines a program of development designed to help Orissa's economy to grow at a faster rate. The survey includes such fields as agriculture, minerals, large and small industries, power, transport, manpower, and financial resources.

27. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Decentralization for National and Local Development*. New York, 1962. Pp. 246.

This study is concerned with the various methods of locally administering functions and services in such fields as agriculture, education, and health and social welfare.

Industry—Location

The following four pamphlets were prepared and issued by the Industrial Development Branch of the Department of Industry and Development of the Province of Alberta in 1962.

28. *Survey of Athabasca*. Rev. May 1962. Pp. 15.

29. *Survey of Crossfield*. Rev. August 1962. Pp. 12.

30. *Survey of High Prairie*. Rev. August 1962. Pp. 15.

31. *Survey of Rycroft*. Rev. August 1962. Pp. 12.

International Labour Conference 47th, Geneva, 1963

The following five reports were prepared and issued by the International Labour Office in Geneva in 1962 and 1963.

32. *Benefits in the Case of Industrial Accidents and Occupational Diseases*. Seventh item on the agenda. 2 volumes.

At head of title: Report 7(1)-(2). International Labour Conference. 47th session, Geneva, 1963.

Vol. 1 surveys the general situation with regard to this topic and describes the relevant law and practice in a representative number of member states. It contains a questionnaire to be completed by member countries. Vol. 2 contains replies to the questionnaire from 55 countries and proposed conclusions based on the replies.

33. *Hygiene in Shops and Offices*. Sixth item on the agenda. 2 volumes.

At head of title: Report 6(1)-(2). International Labour Conference. 47th session, Geneva, 1963.

Vol. 1 describes the general situation with regard to hygiene in shops and offices and outlines law and practice in various countries. It also contains a questionnaire regarding the preparation of one or more international instruments on this subject. Vol. 2 contains replies from 77 member countries and presents conclusions based on these replies.

34. *Information and Reports on the Application of Conventions and Recommendations. Summary of Reports on Unratified Conventions and on Recommendations (Article 19 of the Constitution), Discrimination in Respect of Employment and Occupation*. Third item on the agenda. Pp. 75.

At head of title: Report 3(Part 2). International Labour Conference, 47th Session, Geneva, 1963.

35. *Prohibition of the Sale, Hire and Use of Inadequately Guarded Machinery*. Fourth item on the agenda. 2 volumes.

At head of title: Report 4(1)-(2). International Labour Conference, 47th Session, Geneva, 1963.

Vol. 1 contains a proposed convention and proposed recommendation relating to the prohibition of the sale, hire and use of inadequately guarded machinery. Vol. 2 contains replies from member governments and English and French versions of the text of the proposed convention and recommendations.

36. *Termination of Employment at the Initiative of the Employer*. Fifth item on the agenda. 2 volumes.

At head of title: Report 5(1)-(2). International Labour Conference, 47th Session, Geneva, 1963.

Vol. 1 contains a proposed recommendation based on the conclusions adopted by the Conference at its 46th session in 1962. Vol. 2 contains comments and suggested amendments from member countries, and the French and English version of the amended proposed text.

Labour Laws and Legislation

37. MCKOWN, ROBERT. *Comprehensive Guide to Factory Law; a Classified Guide to the Requirements of the Factories Acts and Other Legislation affecting Factory Occupiers*. New and rev. ed., London, Chantry Publications, Ltd., 1961. Pp. 124. A guide to factory legislation in Great Britain.

38. U.S. BUREAU OF EMPLOYMENT SECURITY. *Comparison of State Unemployment Insurance Laws as of January 1, 1962*. Washington, GPO, 1962. Pp. 145.

Labouring Classes

39. DALHOUSIE UNIVERSITY, HALIFAX, N.S. INSTITUTE OF PUBLIC AFFAIRS. *The Conditions of the Negroes of Halifax City, Nova Scotia*. Halifax, 1962. Pp. 28.

This is a study of education, employment, income, and housing of Negroes in Halifax, based on a survey carried out in 1959.

40. HILL, JOHNSON D. *Organized Labor, A Philosophical Perspective*, by Johnson D. Hill and Walter E. Stuermann. 1st ed. New York, Exposition Press, 1962. Pp. 196.

The authors feel that organized labour in the U.S. lacks a sound philosophy, and they offer some suggestions.

41. MUELLER, EVA. *Persistent Unemployment, 1957-1961*, by Eva Mueller and Jay Schmiedeskamp. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1962. Pp. [33].

"A Study of the Survey Research Center, Institute for Social Research, The University of Michigan, Ann Arbor, Michigan."

An analysis of a number of studies on employment and unemployment carried out by the Survey Research Center of the University of Michigan between 1958 and June 1961.

42. STRAUSS, GEORGE. *The Shifting Power Balance in the Plant*. Berkeley, University of California, Institute of Industrial Relations, 1962. Pp. 65-96.

Describes a study of industrial relations in manufacturing plants in a Great Lakes community. The study revealed that there was a shift in the balance of power in labour-management relations in that the unions seemed to be getting weaker while management was getting stronger.

43. U.S. BUREAU OF EMPLOYMENT SECURITY. *Community Employment Program Developments in 1961*. Washington, GPO, 1962. Pp. [14].

A survey of over 5,200 community development groups that were set up to improve local economic conditions.

44. U.S. BUREAU OF LABOUR STATISTICS. *National Emergency Disputes under the Labor Management Relations (Taft-Hartley)*

Act, 1947-61. Rev. ed., Washington, GPO, 1962. Pp. 28.

A list of Boards of Inquiry appointed between 1947 and 1961 under the National Emergency Provisions of the Labor Management Relations Act of 1947.

45. U.S. DEPARTMENT OF LABOR. *United States Department of Labor*. 1962 ed. Washington, GPO, 1962. Pp. 60.

46. UNIVERSITIES-NATIONAL BUREAU COMMITTEE FOR ECONOMIC RESEARCH. *Aspects of Labor Economics; a Conference of the Universities-National Bureau Committee for Economic Research*. Princeton, Princeton University Press, 1962. Pp. 349.

"A report of the National Bureau of Economic Research, New York."

Partial Contents: The Economics of Occupational Licensing. Labor Force Participation of Married Women. A Non-union Market for White Collar Labor. Wage Differentials: Theory and Measurement. The Effects of Unions on Industrial Wage Differentials.

Occupations

47. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *The Veterinary Scientist*. London, HMSO, 1962. Pp. 32.

Tells something about required preliminary education and personal qualities, training, scope and opportunities, and the work of the veterinary scientists, and about working with the veterinary scientist.

48. U.S. EMPLOYMENT SERVICE *Job Guide for Young Workers*. 1963-64 Edition. Washington, GPO, 1963. Pp. 78.

Trade Unions Monograph Series

The following nine publications in the Trade Unions Monograph Series of the Center for the Study of Democratic Institutions were published by John Wiley & Sons Inc. in New York in 1962.

49. HARRINGTON, MICHAEL. *The Retail Clerks*. Pp. 99.

An examination of the Retail Clerks' International Association, which has continued to increase in size and importance although "retail clerks have tended to share the attitudes and aspirations of white-collar employees" and have never been regarded as promising union material.

50. HOROWITZ, MORRIS AARON. *The Structure and Government of the Carpenters' Union*. Pp. 168.

The United Brotherhood of Carpenters and Joiners of America has a membership of over 800,000. This book analyses the structure and government of the Carpenters' Union at the level of the national organization.

51. KRAMER, LEO. *Labor's Paradox—the American Federation of State, County, and Municipal Employees, AFL-CIO*. Pp. 174.

The American Federation of State, County, and Municipal Employees, with over 200,000 members, is one of the fastest-growing American trade unions. Its membership is employed by municipal, county, state, and federal governments. This is a study of the government and structure of the union.

52. PERLMAN, MARK. *Democracy in the International Association of Machinists*. Pp. 113.

"The IAM has an enviable record as one of the cleanest of the large American trade unions . . ." This book tells about the government of the union.

53. ROMER, SAM. *The International Brotherhood of Teamsters: its Government and Structure*. Pp. 160.

The author, labour reporter for the Minneapolis Tribune, examines the structure of the Teamsters' union, its officers and administration, and its relationships with other unions.

54. ROTHBAUM, MELVIN. *The Government of the Oil, Chemical and Atomic Workers' Union*. Pp. 185.

An examination of the administration and structure of the union.

55. SEIDMAN, JOEL ISAAC. *The Brotherhood of Railroad Trainmen: the Internal Political Life of a National Union*. Pp. 207.

The Brotherhood of Railroad Trainmen is the largest union representing railway workers. This book tells something about the administration of the union and the distribution of authority within it.

56. STIEBER, JACK W. *Governing the UAW*. Pp. 188.

Deals with the national government of the United Automobile Workers (that is, the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America) between 1946 and 1960. Reviews the activities and the leadership of the UAW and mentions some controversial issues that have come up at constitutional conventions.

57. ULMAN, LLOYD. *The Government of the Steel Workers' Union*. Pp. 200.

An examination of the administration of the United Steelworkers of America.

Wages and Hours

58. U.S. BUREAU OF LABOR STATISTICS. *Industry Wage Survey: Communications, 1961*. Washington, GPO, 1962. Pp. 18.

A summary of employment and hourly earnings of employees of telephone companies, the Western Union Telegraph Co., radiotelegraph carriers, and ocean-cable carriers.

59. U.S. BUREAU OF LABOR STATISTICS. *Industry Wage Survey: Flour and Other Grain Mill Products, November 1961*. Washington, GPO, 1962. Pp. 29.

60. U.S. BUREAU OF LABOR STATISTICS. *Industry Wage Survey: Pulp, Paper, and Paperboard Mills, January 1962*. Washington, GPO, 1962. Pp. 63.

Contains the results of a survey of wages and supplementary practices in pulp, paper, and paperboard mills, conducted by the Bureau of Labour Statistics in January 1962.

Women—Employment

61. KOYAMA, TAKASHI. *The Changing Social Position of Women in Japan*. Paris, UNESCO, 1961. Pp. 152.

Partial Contents: Institutional Changes and Redefinition of the Position of Women. The Changing Position of Women in the Family. The Position of Women in the Rural Community. The Social Position of Working Women. Women and Civic Activities.

62. U.S. WOMEN'S BUREAU. *Women Workers in 1960; Geographical Differences*. Washington, GPO, 1962. Pp. 17.

Partial Contents: Women Workers in 1960. Employment Increases, 1950 to 1960. Geographical Shifts in Women's Employment. Women's Importance in Labor Force. Increase in Number of Working Wives. Rise in Age of Women Workers. Changes in Women's Occupations and Industries. Earnings and Income Levels of Women.

Miscellaneous

63. *Bulletin on Industrialization and Productivity*. No. 5. New York, Dept. of Economic and Social Affairs, United Nations, 1962. Pp. 82.

Partial Contents: Evaluation of Projects in Predominately Private Enterprise Economics. Methodological Problems in Long-Term Economic Development Programming. The United Nations Work Program on Industrialization.

64. CANADA. BUREAU OF STATISTICS. *Survey of Adult Education, 1959-60*. Ottawa, Queen's Printer, 1962. Pp. 51.

65. McCLELLAN, JOHN LITTLE. *Crime Without Punishment*. 1st ed. New York, Duell, Sloan and Pearce, 1962. Pp. 300.

Senator McClellan was Chairman of the U.S. Senate Select Committee on Improper Activities in the Labour or Management Field, and Chairman of the Senate Permanent Subcommittee on Investigations. He discusses the evidence that was presented before his committees. The Select Committee conducted hearings from January 1957 to January 1960, and in 270 days of public hearings heard 1,526 witnesses.

66. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Administration and Organization of Research; Second European Regional Seminar, Strobel, 29th May-3rd June 1961*. Paris, 1962. Pp. 85.

67. U.S. BUREAU OF LABOR STANDARDS. *Farmwork, Safety, and You; a Suggested Discussion for Youth Leaders, Teachers, Counselors, Work Supervisors, and Others, to use in reviewing Farm Safety Practices with Employed Youth*. Washington, GPO, 1962. Pp. 30.

Recent Regulations

(Continued from page 609)

The maximum that an employer may charge an employee in this category for board and lodging is \$1.65 a day. The maximum charge for a single meal is 55 cents.

All employees must be paid at least once a month.

The new order, which was gazetted March 27 and went into force on April 1, will be reviewed annually.

Quebec Minimum Wage Act

An order of the Quebec Minimum Wage Commission gazetted on April 27 renewed until May 1, 1964 the following orders: Order 3, 1962, the annual vacation order; Order 4, 1960, the general minimum wage

order; Order 39, 1962, the forestry order; and Order 40, 1960, the order governing employees in hotels, restaurants, hospitals and real estate undertakings.

Saskatchewan Apprenticeship and Tradesmen's Qualification Act

An amendment to the regulations under the Saskatchewan Apprenticeship and Tradesmen's Qualification Act approved by O.C. 458/63 makes it compulsory for every tradesman or apprentice engaged in the radio and television electronics trade in any city in Saskatchewan or within a radius of five miles from any city to hold a valid certificate of status, effective July 1, 1963.

Decisions of the Umpire

(Continued from page 515)

Labour Congress; the Unemployment Insurance Commission was represented by one of its solicitors.

Considerations and Conclusions: According to the established jurisprudence, a claimant who refuses to accept suitable employment because he does not own or cannot afford to buy the tools required to work in his trade does not show, unless there are special circumstances, good cause for refusing that employment.

In the instant case, there is evidence that the claimant had not been required to be

in possession of a power-saw to earn his living for about the last two years, since his last occupation in logging camps was that of a skidder. Furthermore, the employment, if accepted, would have lasted for hardly a month.

For the above reasons, I consider that, in view of the special circumstances of this case, the claimant has shown good cause for refusing the employment in question and I so decide.

I consequently allow the claimant's appeal.

ILO Conference: Delegation

(Continued from page 500)

Employer Delegation—Employer Delegate T. H. Robinson; Advisers: W. D. H. Fréchette, Canadian Manufacturers' Association; George Lach, Assistant Vice-President Personnel, Canadian National Railways; Peter Stevens, Director of Labour Relations, Canadian Construction Association; Armand

Trottier, President, Quebec Federation of Construction Industries; and A. C. Watt, Manager, Employee Relations Department, Imperial Oil Limited.

Secretary to the delegation is Mrs. Anne Flesher, Accident Prevention and Compensation Branch, Department of Labour.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED MAY 18, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,658	585	1,853	2,442	1,166	612
Men.....	4,855	444	1,373	1,737	853	448
Women.....	1,803	141	480	705	313	164
14-19 years.....	585	63	177	188	109	48
20-24 years.....	860	89	284	274	145	68
25-44 years.....	2,995	244	843	1,124	508	276
45-64 years.....	2,008	170	503	772	361	202
65 years and over.....	210	19	46	84	43	18
Employed.....	6,312	524	1,723	2,362	1,126	577
Men.....	4,563	387	1,258	1,676	821	421
Women.....	1,749	137	465	686	305	156
Agriculture.....	664	37	130	169	308	20
Non-agriculture.....	5,648	487	1,593	2,193	818	557
Paid Workers.....	5,157	431	1,455	2,026	747	498
Men.....	3,596	308	1,025	1,401	503	359
Women.....	1,561	123	430	625	244	139
Unemployed.....	346	61	130	80	40	35
Men.....	292	57	115	61	32	27
Women.....	54	*	15	19	*	*
Persons not in the Labour Force.....	5,770	672	1,721	1,890	950	537
Men.....	1,319	182	389	398	217	133
Women.....	4,451	490	1,332	1,492	733	404

*Less than 10,000.

TABLE A-2—AGE, SEX, AND MARITAL STATUS, WEEK ENDED MAY 18, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over ⁽¹⁾	12,428	1,896	3,583	996	3,700	919	1,334
Labour force.....	6,658	585	3,472	873	884	634	210
Employed.....	6,312	525	3,321	782	865	616	203
Unemployed.....	346	60	151	91	19	18	*
Not in labour force.....	5,770	1,311	111	123	2,816	285	1,124
Participation rate ⁽²⁾							
1963, May 18.....	53.6	30.9	96.9	87.7	23.9	69.0	15.7
April 20.....	52.9	30.2	96.5	84.9	23.0	68.9	15.4
Unemployment rate ⁽³⁾							
1963, May 18.....	5.2	10.3	4.3	10.4	2.1	2.8	*
April 20.....	7.0	13.7	6.4	13.5	2.6	2.8	4.9

⁽¹⁾Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

⁽²⁾The labour force as a percentage of the population 14 years of age and over.

⁽³⁾The unemployed as a percentage of the labour force.

*Less than 10,000.

TABLE A-3—UNEMPLOYED, WEEK ENDED MAY 18, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	May 1963	April 1963	May 1962
Total unemployed.....	346	462	336
On temporary layoff up to 30 days.....	17	22	12
Without work and seeking work.....	329	440	324
Seeking full-time work.....	316	421	307
Seeking part-time work.....	13	19	17
Seeking under 1 month.....	74	68	62
Seeking 1-3 months.....	92	140	93
Seeking 4-6 months.....	94	156	88
Seeking more than 6 months.....	69	76	81

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ⁽¹⁾						Totals ⁽³⁾
	Mining	Manufacturing	Transportation, Storage and Communication ⁽²⁾	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total*....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total*....	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total*....	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total*....	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
March*.....	46.4	466.2	150.3	.....	.....	.....	.....	.....	.....	1,613.8
April*.....	45.8	474.2	153.5	.....	.....	.....	.....	.....	.....	1,639.0
May*.....	47.7	487.0	160.2	65.7	332.2	94.6	718.0	1,534.6	216.0	1,703.0
June*.....	49.0	497.6	161.5	.....	.....	.....	.....	.....	.....	1,753.3
July*.....	49.4	490.4	165.6	.....	.....	.....	.....	.....	.....	1,738.0
August*.....	49.1	496.1	169.8	85.8	403.5	99.6	726.5	1,518.9	220.1	1,753.5
September*..	48.5	503.9	164.3	.....	.....	.....	.....	.....	.....	1,780.5
October*.....	47.9	498.8	165.2	.....	.....	.....	.....	.....	.....	1,764.8
November*....	47.6	495.2	162.0	86.1	336.0	99.5	750.6	1,556.8	221.4	1,743.0
December*....	46.6	481.5	157.1	.....	.....	.....	.....	.....	.....	1,692.5
1963—										
January.....	47.5	494.4	157.7	.....	.....	.....	.....	.....	.....	1,699.4
February*....	47.8	488.7	157.6	68.3	272.6	97.2	732.5	1,602.9	222.1	1,699.8
March†.....	46.8	494.2	156.0	.....	.....	.....	.....	.....	.....	1,714.5

Seasonally Adjusted

1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total*....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total*....	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total*....	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total*....	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
March*.....	47.0	475.0	158.8	.....	.....	.....	.....	.....	.....	1,675.2
April*.....	47.7	479.7	158.6	.....	.....	.....	.....	.....	.....	1,680.3
May*.....	47.7	483.1	159.4	75.2	333.4	94.8	718.3	1,507.4	215.7	1,691.7
June*.....	48.0	484.3	156.7	.....	.....	.....	.....	.....	.....	1,694.6
July*.....	48.4	486.4	158.1	.....	.....	.....	.....	.....	.....	1,703.6
August*.....	48.1	487.3	159.7	79.3	332.5	97.0	724.9	1,532.4	218.2	1,709.2
September*..	47.8	489.8	159.0	.....	.....	.....	.....	.....	.....	1,712.8
October*.....	47.6	491.5	161.9	.....	.....	.....	.....	.....	.....	1,722.8
November*....	47.4	494.3	160.6	74.0	334.8	99.4	733.6	1,558.6	220.4	1,728.7
December*....	46.8	494.3	160.4	.....	.....	.....	.....	.....	.....	1,730.1
1963—										
January.....	48.1	499.5	164.4	.....	.....	.....	.....	.....	.....	1,771.4
February*....	48.7	500.6	164.6	77.9	348.2	99.7	752.3	1,615.6	225.3	1,768.8
March†.....	47.5	503.6	164.4	.....	.....	.....	.....	.....	.....	1,778.3

(1) Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

(2) Includes post office wages and salaries.

(3) Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at March 1963 employees in the principal non-agricultural industries reported a total employment of 2,806,603. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

Source: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite ⁽¹⁾			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
Averages						
1957.....	122.6	158.1	67.93	115.8	159.1	69.94
1958.....	117.9	163.9	70.43	109.8	165.3	72.67
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	177.8	78.19
1961.....	118.1	181.8	78.11	108.9	183.6	80.73
1962—						
March.....	115.2	187.2	80.41	109.6	189.3	83.23
April.....	116.7	186.7	80.21	110.4	189.0	83.11
May.....	121.3	188.1	80.79	113.7	190.4	83.72
June.....	125.0	188.7	81.05	116.4	190.4	83.72
July.....	125.8	188.3	80.90	115.5	189.1	83.13
August.....	127.0	188.1	80.80	117.6	187.9	82.62
September.....	126.5	189.5	81.40	117.6	190.8	83.91
October.....	125.4	189.9	81.57	115.9	191.8	84.34
November.....	124.3	189.8	81.53	114.7	192.3	84.55
December.....	120.2	182.6	78.45	110.9	183.6	80.71
1963—						
January.....	117.8	190.6	81.90	111.6	193.5	85.09
February*.....	117.4	192.9	82.87	112.2	194.2	85.41
March†.....	117.7	193.2	82.98	112.7	195.4	85.92

⁽¹⁾Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Mar. 1963	Feb. 1963	Mar. 1962	Mar. 1963	Feb. 1963	Mar. 1962
Provinces				\$	\$	\$
Newfoundland.....	114.2	113.6	113.3	75.47	74.34	74.17
Prince Edward Island.....	105.3	103.6	112.0	62.98	63.51	59.53
Nova Scotia.....	88.4	89.2	87.8	68.06	68.78	65.91
New Brunswick.....	98.7	98.8	97.0	70.70	70.05	67.57
Quebec.....	116.0	116.5	114.6	80.45	80.18	73.02
Ontario.....	121.7	121.1	118.0	85.31	85.68	83.22
Manitoba.....	106.0	105.2	105.8	76.57	76.80	74.94
Saskatchewan.....	115.9	114.0	113.5	77.77	78.73	75.00
Alberta (including Northwest Territories).....	152.3	151.8	148.9	84.31	84.65	81.97
British Columbia (including Yukon).....	113.8	112.1	110.4	90.65	90.59	87.10
Canada.....	117.7	117.4	115.2	82.98	82.87	80.41
Urban areas						
St. John's.....	134.1	134.8	121.3	62.43	62.65	59.46
Sydney.....	76.5	78.1	64.6	78.67	81.57	78.27
Halifax.....	123.9	124.9	126.0	69.84	69.76	68.01
Moncton.....	98.4	97.1	100.7	63.44	62.99	62.37
Saint John.....	119.5	118.5	117.9	71.59	68.91	67.59
Chicoutimi—Jonquiere.....	100.4	101.4	100.3	99.05	98.98	95.93
Quebec.....	120.0	118.3	113.9	71.69	71.40	68.19
Sherbrooke.....	108.1	108.3	105.3	69.58	69.41	66.38
Shawinigan.....	96.5	92.6	100.1	91.36	91.35	87.79
Three Rivers.....	110.7	110.0	108.6	74.44	74.17	74.53
Drummondville.....	82.9	82.8	68.7	67.93	67.55	66.04
Montreal.....	124.7	124.0	124.0	81.84	81.56	79.57
Ottawa—Hull.....	129.4	128.5	127.7	76.81	76.64	75.03
Kingston.....	115.2	114.6	111.9	79.80	80.82	77.92
Peterborough.....	94.8	94.4	92.8	90.62	91.89	89.58
Oshawa.....	197.6	197.2	181.3	105.79	99.22	96.59
Toronto.....	137.2	136.3	133.2	86.45	86.14	83.77
Hamilton.....	113.2	112.4	109.1	90.69	90.91	89.63
St. Catharines.....	110.4	110.1	109.2	65.85	66.24	63.17
Niagara Falls.....	92.3	92.8	92.2	84.59	85.10	84.06
Brantford.....	84.4	85.4	78.8	80.31	81.72	75.72
Guelph.....	128.3	127.4	118.4	76.69	76.34	73.94
Galt.....	116.7	116.3	109.1	74.84	74.94	72.85
Kitchener.....	134.0	132.9	124.9	77.97	76.81	75.44
Sudbury.....	124.7	123.8	142.2	92.69	93.03	91.97
Timmins.....	87.9	87.4	87.4	72.96	75.14	73.64
London.....	135.7	134.7	131.0	78.38	77.93	76.25
Sarnia.....	127.8	125.2	126.4	106.12	106.21	103.46
Sault Ste. Marie.....	73.8	73.2	64.0	93.83	90.54	89.16
Fort William—Port Arthur.....	141.4	140.0	138.9	107.32	105.15	101.15
Winnipeg.....	98.9	97.5	93.9	81.86	82.63	80.64
Regina.....	108.0	107.5	106.4	73.45	73.21	71.89
Saskatoon.....	135.4	132.3	128.4	76.68	77.62	75.99
Edmonton.....	131.1	129.2	129.4	72.01	71.95	70.22
Calgary.....	196.7	193.9	189.9	78.78	79.00	76.09
Vancouver.....	172.5	172.4	172.3	82.67	82.41	80.27
Victoria.....	114.9	112.6	110.1	87.95	88.26	85.24
	114.3	114.4	112.6	82.30	82.54	79.23

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment Index Numbers			Average Weekly Wages and Salaries		
	Mar. 1963	Feb. 1963	Mar. 1962	Mar. 1963	Feb. 1963	Mar. 1962
Mining	111.8	112.5	114.3	\$ 101.36	\$ 102.81	\$ 99.19
Metal mining.....	126.1	126.3	129.1	100.30	101.90	98.97
Gold.....	66.5	66.6	68.2	80.40	83.40	81.58
Other metal.....	181.4	181.8	185.6	107.07	108.20	104.91
Fuels.....	83.3	86.5	86.0	108.80	109.80	104.88
Coal.....	36.5	39.5	34.1	76.14	80.32	75.75
Oil and natural gas.....	274.2	278.3	297.7	126.55	126.87	118.51
Non-Metal.....	130.6	126.8	130.7	92.08	92.89	89.14
Manufacturing	112.7	112.2	109.6	85.92	85.41	83.22
Durable goods.....	118.3	117.6	113.3	92.56	91.96	89.62
Non-durable goods.....	108.1	107.7	106.5	79.84	79.42	77.52
Food and beverages.....	105.3	104.5	105.1	76.61	75.99	74.01
Meat products.....	128.1	126.6	127.7	85.14	83.46	82.69
Canned and preserved fruits and vegetables.....	81.2	82.0	78.4	69.08	68.24	68.17
Grain mill products.....	93.2	95.5	98.2	83.67	83.75	79.59
Bread and other bakery products.....	109.5	108.6	108.6	69.93	70.11	67.85
Distilled and malt liquors.....	91.2	90.4	92.4	104.69	105.20	100.65
Tobacco and tobacco products.....	112.8	116.8	109.7	75.79	77.35	73.33
Rubber products.....	107.9	107.6	101.6	89.15	89.07	85.91
Leather products.....	90.2	90.7	89.9	57.37	57.51	56.50
Boots and shoes (except rubber).....	97.5	97.9	97.3	55.73	55.81	54.32
Other leather products.....	77.0	77.5	76.5	61.12	61.43	61.50
Textile products (except clothing).....	83.2	82.6	77.8	68.13	67.83	66.44
Cotton yarn and broad woven goods.....	72.5	72.2	75.1	64.59	64.30	63.79
Woolen goods.....	62.4	62.4	58.7	63.25	62.82	62.43
Synthetic textiles and silk.....	95.4	94.9	74.8	74.78	74.83	72.89
Clothing (textile and fur).....	95.0	94.9	94.0	54.38	54.21	52.92
Men's clothing.....	99.3	98.8	95.9	53.03	53.21	51.79
Women's clothing.....	105.6	105.3	104.4	56.38	56.33	54.39
Knit goods.....	72.1	72.6	73.8	53.46	53.05	51.51
Wood products.....	104.9	105.0	102.8	75.63	74.84	71.58
Saw and planing mills.....	106.2	107.2	104.1	79.29	77.90	74.03
Furniture.....	116.6	115.0	111.7	70.38	70.62	68.56
Other wood products.....	75.0	73.6	78.9	65.26	65.12	63.78
Paper products.....	122.1	121.6	120.9	99.16	98.34	96.76
Pulp and paper mills.....	121.5	121.0	120.4	106.92	106.20	104.36
Other paper products.....	123.5	122.9	122.2	80.86	79.80	79.06
Printing, publishing and allied industries.....	125.6	124.5	126.2	94.02	93.31	90.73
Iron and steel products.....	111.5	110.9	105.0	97.16	96.97	93.50
Agricultural implements.....	73.2	71.2	64.0	106.03	105.50	96.85
Fabricated and structural steel.....	145.5	143.2	146.9	98.00	98.96	95.50
Hardware and tools.....	112.6	112.0	104.7	86.14	85.37	83.52
Heating and cooking appliances.....	101.7	102.3	98.4	83.67	83.87	80.99
Iron castings.....	97.7	96.6	91.6	92.77	92.75	91.10
Machinery, industrial machinery.....	131.4	130.9	122.1	93.05	93.70	91.28
Primary iron and steel.....	125.8	125.6	119.2	111.02	110.45	108.07
Sheet metal products.....	113.5	111.9	106.5	94.71	92.94	92.51
Wire and wire products.....	113.1	112.9	108.9	96.06	94.61	93.50
Transportation equipment.....	115.2	114.5	110.2	99.64	98.45	95.79
Aircraft and parts.....	227.3	229.3	262.9	100.61	101.69	96.64
Motor vehicles.....	125.2	123.4	101.0	116.05	111.82	111.82
Motor vehicle parts and accessories.....	127.5	126.8	110.8	96.72	96.40	95.54
Railroad and rolling stock equipment.....	51.5	52.2	56.1	88.13	88.11	84.36
Shipbuilding and repairing.....	155.6	152.1	146.1	89.03	88.00	87.20
Non-ferrous metal products.....	122.7	121.0	122.7	95.81	95.73	93.72
Aluminum products.....	136.7	135.6	135.2	93.62	93.56	91.91
Brass and copper products.....	104.4	103.0	103.8	91.58	92.05	90.22
Smelting and refining.....	133.0	130.5	132.8	104.73	104.76	101.81
Electrical apparatus and supplies.....	152.8	152.4	142.7	90.24	90.24	89.81
Heavy electrical machinery.....	114.2	114.3	103.4	96.37	97.35	96.83
Telecommunication equipment.....	279.6	279.4	257.3	86.77	85.98	83.01
Non-metallic mineral products.....	141.3	137.6	137.3	90.78	88.90	86.87
Clay products.....	78.5	77.5	82.5	81.83	82.37	79.10
Glass and glass products.....	172.0	164.7	156.6	87.39	87.41	83.91
Products of petroleum and coal.....	131.7	131.6	137.1	125.71	124.81	119.46
Petroleum refining and products.....	134.3	134.2	140.2	126.61	125.69	120.31
Chemical products.....	133.3	133.1	131.9	101.05	100.74	97.52
Medicinal and pharmaceutical preparations.....	123.3	122.3	122.5	89.67	89.75	85.75
Acids, alkalis and salts.....	155.8	154.0	154.3	111.74	112.59	109.00
Other chemical products.....	130.4	130.8	129.4	100.57	99.89	97.22
Miscellaneous manufacturing industries.....	146.9	145.5	140.9	75.73	75.61	73.67
Construction	103.4	100.5	103.2	\$ 89.98	\$ 89.74	\$ 87.21
Building and general engineering.....	105.3	101.5	104.0	96.59	95.77	94.25
Highways, bridges and streets.....	100.3	98.8	101.8	78.55	79.54	75.17
Electric and motor transportation.....	139.7	138.9	136.5	87.33	86.75	84.89
Service	155.1	153.5	149.6	58.97	59.03	57.03
Hotels and restaurants.....	132.2	131.5	127.1	44.56	45.17	43.16
Laundries and dry cleaning plants.....	132.6	131.0	125.5	51.81	50.69	49.83
Industrial composite	117.7	117.4	115.2	82.98	82.87	80.41

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	March 1963	February 1963	March 1962	March 1963	February 1963	March 1962
				\$	\$	\$
Newfoundland.....	42.0	36.0	42.3	1.67	1.77	1.74
Nova Scotia.....	40.2	39.9	40.6	1.70	1.69	1.64
New Brunswick.....	41.6	40.7	41.6	1.70	1.69	1.69
Quebec.....	41.7	41.5	42.0	1.73	1.72	1.68
Ontario.....	40.9	40.8	41.0	2.03	2.02	1.97
Manitoba.....	40.0	39.9	39.7	1.79	1.78	1.75
Saskatchewan.....	38.7	38.2	39.0	2.03	2.05	2.01
Alberta (includes Northwest Territories)	39.6	39.8	39.3	2.02	2.01	1.97
British Columbia (includes Yukon Territory).....	38.8	38.6	38.1	2.35	2.35	2.27

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

Settlements in May

(Continued from page 488)

MIRAMICHI RIVER PORTS SHIPPERS, N.B.—MIRAMICHI TRADES & LABOUR (IND.): 1-yr. agreement covering 540 empl.—wage adjustment of 5¢ an hr. for outside longshoremen on long lumber; rate for longshoremen \$1.65 an hr.

SCOTT-LASALLE CO., LONGUEUIL, QUE.—EMPL. ASSOC. (IND.): 1-yr. agreement covering 550 empl.—wage increase of 3% eff. July 1, 1963; employer to contribute 1¢ an hr. additional toward pension fund.

STANDARD TUBE AND T.I., WOODSTOCK, ONT.—AUTO WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 500 empl.—settlement pay of \$25 prorated from Jan. 1, 1963 to May 12, 1963; wage increases of 4¢ an hr. eff. May 14, 1963, 4¢ an hr. eff. Jan. 2, 1964 and 4¢ an hr. eff. Jan. 2, 1965 for general production wkrs.; wage increases of 9¢ an hr. eff. May 14, 1963, 7¢ an hr. eff. Jan. 2, 1964 and 7¢ an hr. eff. Jan. 2, 1965 for skilled trades; 2 wks. vacation with 5% of gross pay after 10 to 15 yrs. of service (formerly 2 wks. vacation with 4% of gross pay after 5 to 15 yrs. of service); pension benefits increased to \$2.50 a mo. per yr. of service (formerly \$2); weekly sickness and accident benefit, payable up to 26 wks., increased to \$40 (formerly \$35); evening and night shift premiums increased to 10¢ and 11¢ respectively (formerly 8¢ and 9¢); rate for labourer after Jan. 2, 1965 will be \$1.90 an hr.

UNIVERSITY OF SASKATCHEWAN, SASKATOON, SASK.—CLC-CHARTERED LOCAL: 1-yr. agreement covering 580 empl.—wage increase of \$8 a mo.; rate for labourer \$249 to \$289 a mo. and rate for clerk-typist \$206 to \$236 a mo.

VANCOUVER GENERAL HOSPITAL, VANCOUVER, B.C.—PUBLIC EMPL. (CLC): 1-yr. agreement covering 1,800 empl.—wage increase of 2½% eff. Jan. 7, 1963; additional classification adjustments; weekly hrs. of work for clerical positions reduced to 37½ (formerly 39); salary for orderly \$312 to \$354 a mo.

WHITE SPOT RESTAURANTS, VANCOUVER & VICTORIA, B.C.—EMPL. UNION (IND.): 2-yr. agreement covering 630 empl.—wage increases of 5¢ to 15¢ an hr. eff. June 1, 1963 for all classifications and 5¢ an hr. eff. June 1, 1964 for a few classifications; 4 wks. vacation after 15 yrs. of service (previous maximum was 3 wks. after 8 yrs. of service); rate for tray loader \$1.12 an hr.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Mar. 1963	Feb. 1963	Mar. 1962	Mar. 1963	Feb. 1963	Mar. 1962	Mar. 1963	Feb. 1963	Mar. 1962
Mining	41.1	42.4	42.0	2.24	2.23	2.17	92.13	94.59	91.28
Metal mining.....	40.9	42.1	41.9	2.29	2.28	2.23	93.68	96.15	93.39
Gold.....	40.9	42.9	43.0	1.80	1.80	1.76	73.51	77.28	75.84
Other metal.....	40.9	41.9	41.5	2.47	2.46	2.40	101.28	103.11	99.70
Fuels.....	41.4	43.3	42.0	2.17	2.16	2.11	89.88	93.66	88.54
Coal.....	40.0	42.4	40.8	1.83	1.86	1.82	73.24	78.66	74.42
Oil and natural gas.....	43.2	44.7	43.3	2.57	2.56	2.39	110.90	114.26	103.21
Non-metal.....	41.7	42.0	42.3	2.11	2.11	2.00	88.00	88.55	84.89
Manufacturing	40.9	40.7	41.0	1.93	1.93	1.87	79.02	78.45	76.68
Durable goods.....	41.3	41.2	41.4	2.09	2.09	2.03	86.42	85.90	83.92
Non-durable goods.....	40.5	40.3	40.7	1.77	1.77	1.72	71.83	71.24	69.86
Food and beverages.....	40.4	39.7	40.4	1.72	1.72	1.67	69.54	68.51	67.33
Meat products.....	40.2	39.4	40.2	1.99	1.98	1.93	80.10	77.89	77.44
Canned and preserved fruits and vegetables.....	39.9	39.9	38.6	1.48	1.46	1.47	58.95	58.09	56.85
Grain mill products.....	41.2	41.3	41.6	1.83	1.84	1.80	75.45	75.99	75.14
Bread and other bakery products.....	40.8	40.6	41.2	1.59	1.58	1.50	64.80	64.23	61.68
Distilled liquors.....	39.6	40.3	39.8	2.27	2.26	2.15	89.72	90.97	85.33
Malt liquors.....	38.9	39.0	39.3	2.45	2.45	2.36	95.24	95.71	92.86
Tobacco and tobacco products.....	40.1	41.7	39.9	1.76	1.73	1.69	70.39	72.13	67.38
Rubber products.....	42.2	42.2	41.9	1.97	1.97	1.91	83.30	83.09	80.22
Leather products.....	40.5	40.8	41.2	1.30	1.30	1.26	52.66	53.09	51.87
Boots and shoes (except rubber).....	40.6	41.1	41.1	1.26	1.26	1.21	51.28	51.58	49.88
Other leather products.....	40.1	40.3	41.2	1.39	1.40	1.37	55.89	56.61	56.55
Textile products (except clothing).....	42.2	42.0	42.6	1.46	1.46	1.41	61.61	61.24	59.96
Cotton yarn and broad woven goods.....	40.2	40.2	41.3	1.50	1.49	1.45	60.21	59.91	59.95
Wollen goods.....	43.0	42.6	43.4	1.34	1.34	1.31	57.77	57.10	56.98
Synthetic textiles and silk.....	43.8	43.5	43.8	1.54	1.55	1.48	67.43	67.42	64.80
Clothing (textile and fur).....	39.1	39.1	39.5	1.26	1.26	1.22	49.30	49.36	48.16
Men's clothing.....	39.1	39.4	39.4	1.25	1.25	1.21	48.90	49.14	47.60
Women's clothing.....	37.4	37.4	38.1	1.36	1.38	1.30	51.00	51.44	49.51
Knit goods.....	41.5	41.3	41.0	1.17	1.17	1.14	48.60	48.36	46.69
*Wood products.....	41.5	41.7	41.4	1.71	1.70	1.64	71.04	71.09	67.92
Saw and planing mills.....	41.2	41.2	40.9	1.83	1.82	1.75	75.35	75.17	71.62
Furniture.....	42.1	42.6	42.1	1.54	1.53	1.50	64.83	65.34	62.94
Other wood products.....	42.6	42.6	42.8	1.39	1.39	1.36	59.44	59.14	58.26
Paper products.....	40.9	40.5	41.1	2.27	2.26	2.21	92.70	91.53	90.72
Pulp and paper mills.....	41.8	40.5	41.0	2.45	2.45	2.39	100.15	99.11	97.89
Other paper products.....	41.1	40.4	41.2	1.78	1.77	1.75	73.07	71.57	72.00
Printing, publishing and allied industries.....	39.2	38.8	39.3	2.39	2.38	2.30	93.74	92.41	90.40
*Iron and steel products.....	41.3	41.2	41.3	2.23	2.23	2.17	92.07	91.99	89.63
Agricultural implements.....	42.4	42.3	41.1	2.36	2.35	2.24	100.18	99.53	91.93
Fabricated and structural steel.....	40.7	41.2	40.5	2.17	2.20	2.13	88.46	90.65	86.49
Hardware and tools.....	43.2	42.9	42.5	1.86	1.86	1.81	80.37	79.60	76.87
Heating and cooking appliances.....	40.2	40.1	40.9	1.90	1.89	1.84	76.19	76.03	75.27
Iron castings.....	42.2	42.0	42.6	2.12	2.12	2.06	89.22	88.98	87.57
Machinery, industrial.....	42.0	42.3	42.0	2.07	2.09	2.03	86.89	88.18	85.22
Primary iron and steel.....	40.1	40.2	40.1	2.65	2.63	2.58	106.29	105.73	103.32
Sheet metal products.....	41.4	40.8	41.4	2.15	2.13	2.11	88.86	87.00	87.56
Wire and wire products.....	41.9	41.1	41.5	2.16	2.17	2.11	90.28	89.03	87.54
*Transportation equipment.....	41.7	41.1	41.5	2.28	2.26	2.19	94.81	92.88	90.77
Aircraft and parts.....	41.2	41.8	41.4	2.20	2.22	2.14	90.89	92.62	88.53
Motor vehicles.....	43.7	42.1	43.8	2.55	2.50	2.44	111.49	105.16	106.78
Motor vehicle parts and accessories.....	42.0	41.9	42.0	2.20	2.19	2.17	92.28	91.61	91.01
Railroad and rolling stock equipment.....	40.0	40.0	39.4	2.16	2.16	2.09	86.23	86.22	82.22
Shipbuilding and repairing.....	40.1	39.3	40.3	2.19	2.19	2.13	87.94	86.08	85.74
*Non-ferrous metal products.....	40.4	40.5	40.6	2.19	2.18	2.14	88.49	88.51	87.16
Aluminum products.....	41.2	41.5	41.9	2.00	1.99	1.91	82.36	82.58	80.10
Brass and copper products.....	41.1	41.1	42.0	2.08	2.10	2.05	85.68	86.33	86.34
Smelting and refining.....	39.8	40.0	39.9	2.44	2.43	2.38	97.24	97.41	94.96
*Electrical apparatus and supplies.....	40.4	40.6	41.1	1.93	1.93	1.91	77.86	78.12	78.54
Heavy electrical machinery and equipment.....	40.1	40.7	40.9	2.16	2.15	2.12	86.56	87.60	86.81
Telecommunication equipment.....	39.9	39.8	41.1	1.72	1.72	1.75	68.76	68.34	72.14
Refrigerators, vacuum cleaners and appliances.....	39.9	40.3	40.0	2.05	2.02	1.94	81.75	81.41	77.52
Wire and cable.....	41.6	41.5	41.9	2.15	2.14	2.11	89.31	88.62	88.50
Miscellaneous electrical products.....	40.7	40.9	41.5	1.82	1.83	1.83	74.23	74.82	75.76
*Non-metallic mineral products.....	42.0	41.4	42.6	1.97	1.98	1.90	82.89	81.83	80.56
Clay products.....	41.3	41.2	41.9	1.80	1.82	1.73	74.39	75.03	72.52
Glass and glass products.....	41.1	40.8	41.4	1.98	1.98	1.88	81.43	81.03	77.98
Products of petroleum and coal.....	41.5	41.3	40.5	2.71	2.70	2.64	112.55	111.42	106.84
Petroleum refining and products.....	41.6	41.3	40.5	2.73	2.72	2.67	113.60	112.40	107.98
Chemical products.....	40.8	40.7	40.8	2.17	2.15	2.08	88.59	87.53	84.84
Medicinal and pharmaceutical preparations.....	39.7	40.0	39.9	1.68	1.68	1.61	66.62	67.37	64.35
Acids, alkalis and salts.....	40.8	40.6	40.7	2.50	2.49	2.39	101.92	101.02	97.19
Miscellaneous manufacturing industries.....	41.5	41.6	41.8	1.59	1.59	1.54	65.79	65.96	64.28
Professional and scientific equipment.....	40.9	40.8	40.8	1.93	1.92	1.85	78.75	78.45	76.69
Construction	40.3	40.1	40.4	2.17	2.16	2.10	87.34	86.60	84.83
Building and general engineering.....	40.0	39.5	40.5	2.34	2.34	2.27	93.51	92.59	91.95
Highways, bridges and streets.....	41.1	41.2	40.0	1.81	1.80	1.76	74.36	74.57	70.53
Electric and motor transportation.....	43.5	43.4	43.7	2.01	2.00	1.95	87.55	86.74	84.97
Service	37.7	37.6	38.4	1.13	1.13	1.09	42.69	42.51	41.79
Hotels and restaurants.....	37.2	37.7	38.3	1.10	1.10	1.05	40.83	41.30	40.33
Laundries and dry cleaning plants.....	40.3	39.0	40.2	1.07	1.06	1.05	42.99	41.21	42.06

* Durable manufactured goods industries.

**TABLE C-6—EARNINGS AND HOURS OF HOURLY RATED
WAGE EARNERS IN MANUFACTURING**

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Last Pay Period in:					
1962 March.....	41.0	1.87	76.68	183.7	141.0
April.....	40.6	1.89	76.50	183.3	140.9
May.....	41.0	1.89	77.51	185.7	142.3
June.....	41.1	1.88	77.52	185.7	141.8
July.....	41.0	1.87	76.72	183.8	139.9
August.....	41.0	1.86	76.17	182.5	139.3
September.....	41.4	1.88	77.61	185.9	141.4
October.....	41.3	1.89	77.96	186.8	141.6
November.....	41.2	1.90	78.09	187.1	141.8
December*.....	37.3	1.94	72.34	173.3	131.3
1963 January.....	40.7	1.92	78.26	187.5	141.9
February.....	40.7	1.93	78.45	187.9	142.3
March†.....	40.9	1.93	79.02	189.3	143.1

NOTE:—The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 356, April issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
May 1958.....	15,172	14,677	29,849	444,584	156,584	601,168
May 1959.....	19,758	18,044	37,802	342,605	140,615	483,220
May 1960.....	21,772	17,210	38,982	389,576	152,848	542,424
May 1961.....	17,078	17,208	34,286	418,218	151,611	569,829
May 1962.....	22,026	20,999	43,025	329,391	126,461	455,852
June 1962.....	22,436	20,672	43,108	237,747	119,561	357,308
July 1962.....	22,872	17,895	40,767	224,452	113,407	337,859
August 1962.....	21,214	21,256	42,470	198,639	96,606	295,245
September 1962.....	20,197	20,658	40,855	188,844	97,890	286,734
October 1962.....	20,137	17,399	37,536	232,316	105,488	337,804
November 1962.....	22,077	19,204	41,281	328,801	127,955	456,756
December 1962.....	14,281	13,638	27,919	473,575	137,429	611,004
January 1963.....	13,419	12,532	25,951	579,205	163,880	743,085
February 1963.....	13,412	13,930	27,342	591,207	163,864	755,071
March 1963.....	16,085	16,459	32,544	584,889	158,307	743,196
April 1963 ⁽¹⁾	24,675	20,458	45,133	502,327	149,907	652,234
May 1963 ⁽¹⁾	22,865	21,723	44,588	341,869	130,084	471,953

⁽¹⁾ Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1959-1962 AND DURING MONTH APRIL 1962 - APRIL 1963

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1959—Year.....	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960—Year.....	3,046,572	1,107,427	724,093	404,824	641,872	316,428
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1962—April.....	226,940	79,051	82,893	40,026	65,841	29,194
1962—May.....	239,245	95,925	117,362	51,441	107,811	38,595
June.....	231,507	100,426	92,346	43,564	86,218	39,253
July.....	251,079	114,963	97,147	56,363	85,399	49,523
August.....	236,921	104,366	102,784	63,558	89,871	50,865
September.....	220,755	98,476	96,217	50,615	91,653	42,692
October.....	272,614	103,871	101,603	45,949	89,619	38,324
November.....	321,696	113,014	86,859	43,840	74,957	33,481
December.....	338,121	94,533	58,253	40,470	57,541	39,613
1963—January.....	331,104	111,102	56,086	33,963	46,669	28,117
February.....	211,442	75,073	47,295	31,852	39,378	23,755
March.....	209,852	73,346 ^r	54,427	35,090	42,942	24,990
April.....	⁽¹⁾ 210,392	⁽¹⁾ 81,258	77,524	39,149	58,986	26,378

⁽¹⁾ Preliminary

^r revised

**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,
DURING APRIL 1963**

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from April 1962
Agriculture, Fishing, Trapping	2,546	331	2,877	— 81
Forestry	1,224	18	1,242	— 347
Mining, Quarrying and Oil Wells	986	38	1,024	— 268
Metal Mining.....	521	7	528	— 276
Fuels.....	281	20	301	+ 22
Non-Metal Mining.....	53	—	53	+ 4
Quarrying, Clay and Sand Pits.....	113	2	115	+ 14
Prospecting.....	18	9	27	— 32
Manufacturing	13,294	6,461	19,695	— 1,776
Foods and Beverages.....	1,203	994	2,197	— 449
Tobacco and Tobacco Products.....	64	18	82	+ 28
Rubber Products.....	121	69	190	— 13
Leather Products.....	229	332	561	— 15
Textile Products (except clothing).....	550	382	932	+ 80
Clothing (textile and fur).....	362	1,543	1,905	— 420
Wood Products.....	1,712	244	1,956	— 39
Paper Products.....	1,010	280	1,290	+ 117
Printing, Publishing and Allied Industries.....	489	363	852	— 319
Iron and Steel Products.....	2,713	371	3,084	— 76
Transportation Equipment.....	2,194	263	2,457	— 315
Non-Ferrous Metal Products.....	458	174	632	— 146
Electrical Apparatus and Supplies.....	539	416	955	— 40
Non-Metallic Mineral Products.....	564	127	691	— 4
Products of Petroleum and Coal.....	69	5	74	— 48
Chemical Products.....	566	285	851	— 96
Miscellaneous Manufacturing Industries.....	451	535	986	— 21
Construction	10,634	134	10,768	— 2,332
General Contractors.....	7,200	73	7,273	— 1,935
Special Trade Contractors.....	3,434	61	3,495	— 397
Transportation, Storage and Communication	5,341	366	5,707	— 1,511
Transportation.....	4,678	179	4,857	— 829
Storage.....	498	38	536	— 728
Communication.....	165	149	314	+ 46
Public Utility Operation	427	69	496	+ 29
Trade	7,986	4,757	12,743	— 1,032
Wholesale.....	2,940	1,084	4,024	— 321
Retail.....	5,046	3,673	8,719	— 711
Finance, Insurance and Real Estate	461	914	1,375	— 32
Service	16,087	13,350	29,437	— 2,321
Community or Public Service.....	886	1,325	2,211	+ 104
Government Service.....	8,449	737	9,186	— 1,055
Recreation Service.....	546	218	764	— 81
Business Service.....	1,314	602	1,916	— 285
Personal Service.....	4,892	10,468	15,360	— 1,004
GRAND TOTAL	58,986	26,378	85,364	— 9,671

**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND SEX
AS AT APRIL 30, 1963**

(Source: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional & Managerial Workers.....	10,123	2,008	12,131
Clerical Workers.....	21,683	49,391	71,074
Sales Workers.....	9,953	19,248	29,201
Personal & Domestic Service Workers.....	45,307	29,221	74,528
Seamen.....	2,583	53	2,636
Agriculture, Fishing, Forestry (Ex. log.).....	6,912	983	7,895
Skilled and Semi-Skilled Workers.....	238,957	18,808	257,765
Food and kindred products (incl. tobacco).....	1,895	682	2,577
Textiles, clothing, etc.....	3,298	10,753	14,051
Lumber and lumber products.....	43,071	140	43,211
Pulp, paper (incl. printing).....	1,544	552	2,096
Leather and leather products.....	1,507	1,327	2,834
Stone, clay & glass products.....	664	45	709
Metalworking.....	15,090	966	16,056
Electrical.....	3,282	1,076	4,358
Transportation equipment.....	937	60	997
Mining.....	2,857	—	2,857
Construction.....	63,047	10	63,057
Transportation (except seamen).....	50,596	127	50,723
Communications & public utility.....	1,431	8	1,439
Trade and service.....	6,652	1,768	8,420
Other skilled and semi-skilled.....	29,254	976	30,230
Foremen.....	5,378	306	5,684
Apprentices.....	8,454	12	8,466
Unskilled Workers.....	166,809	30,195	197,004
Food and tobacco.....	6,490	10,322	16,812
Lumber & lumber products.....	22,178	440	22,618
Metalworking.....	5,199	605	5,804
Construction.....	83,569	2	83,571
Other unskilled workers.....	44,373	18,826	63,199
GRAND TOTAL.....	502,327	149,907	652,234

⁽¹⁾Preliminary—subject to revision.

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,
AT APRIL 30, 1963.**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) April 30, 1963	Previous Year April 30, 1962		(1) April 30, 1963	Previous Year April 30, 1962
Newfoundland	25,507	26,718	Quebec—Concluded		
Corner Brook.....	5,560	5,873	Sorel.....	1,722	1,979
Grand Falls.....	3,191	3,166	Thetford Mines.....	2,189	1,717
St. John's.....	16,756	17,679	Trois-Rivières.....	5,775	5,447
Prince Edward Island	4,955	4,741	Val d'Or.....	3,341	3,426
Charlottetown.....	3,006	2,930	Valleyfield.....	2,646	2,634
Summerside.....	1,979	1,811	Victoriaville.....	1,996	2,122
Nova Scotia	33,319	32,891	Ville St. Georges.....	4,405	5,085
Amherst.....	1,307	1,295	Ontario	178,033	183,621
Bridgewater.....	1,867	1,768	Amprior.....	430	437
Halifax.....	7,357	5,890	Barrie.....	1,483	1,435
Inverness.....	1,211	1,327	Belleville.....	2,004	1,909
Kentville.....	3,595	3,125	Bracebridge.....	1,420	1,502
Liverpool.....	735	722	Brampton.....	1,247	1,109
New Glasgow.....	4,307	3,755	Brantford.....	2,114	2,446
Springhill.....	1,411	1,149	Brockville.....	566	787
Sydney.....	4,710	7,067	Carleton Place.....	379	303
Sydney Mines.....	1,527	1,392	Chatham.....	1,988	2,118
Truro.....	2,349	2,250	Cobourg.....	745	938
Yarmouth.....	2,943	2,651	Collingwood.....	714	902
New Brunswick	35,503	33,047	Cornwall.....	2,923	3,370
Bathurst.....	5,179	4,932	Elliot Lake.....	562	700
Campbellton.....	2,596	3,048	Fort Erie.....	473	502
Edmundston.....	2,839	2,606	Fort Frances.....	867	993
Fredericton.....	2,980	2,561	Fort William.....	3,065	3,610
Minto.....	603	709	Galt.....	1,056	1,065
Moncton ⁽²⁾	8,434	7,562	Gananoque.....	242	374
Newcastle.....	3,575	3,109	Goderich.....	458	649
Saint John.....	3,964	4,036	Guelp.....	1,279	1,620
St. Stephen.....	2,143	1,568	Hamilton.....	12,154	12,851
Sussex.....	899	769	Hawkesbury.....	934	980
Woodstock.....	2,291	2,147	Kapuskasing.....	2,393	2,295
Quebec	216,598	206,296	Kenora.....	1,460	1,484
Alma.....	3,092	3,526	Kingston.....	2,175	2,360
Asbestos.....	937	808	Kirkland Lake.....	1,478	1,993
Baie Comeau.....	1,325	1,260	Kitchener.....	2,035	2,580
Beauharnois.....	1,554	1,228	Leamington.....	744	875
Buckingham.....	1,653	1,565	Lindsay.....	679	721
Causapscal.....	3,550	3,499	Listowel.....	327	416
Chandler.....	2,635	2,381	London.....	4,381	4,711
Chicoutimi.....	3,439	3,250	Long Branch.....	3,593	3,594
Cowansville.....	458	489	Midland.....	960	1,022
Dolbeau.....	2,938	2,779	Napanea.....	766	740
Drummondville.....	2,459	2,584	New Liskeard ⁽³⁾	602	.....
Farnham.....	820	818	Newmarket.....	1,534	1,368
Forestville.....	1,559	1,693	Niagara Falls.....	2,225	2,162
Gaspé.....	2,617	2,013	North Bay.....	2,228	2,209
Granby.....	2,553	2,409	Oakville.....	657	642
Hull.....	4,788	4,324	Orillia.....	1,023	1,047
Joliette.....	4,485	4,462	Oshawa.....	4,880	3,879
Jonquière.....	3,613	3,346	Ottawa.....	7,914	6,839
Lachute.....	1,169	1,049	Owen Sound.....	1,439	1,507
Lac Mégantic.....	1,883	1,689	Parry Sound.....	608	714
La Malbaie.....	2,554	2,770	Pembroke.....	2,162	2,453
La Tuque.....	1,329	1,227	Perth.....	800	719
Lévis.....	3,963	3,970	Peterborough.....	3,367	3,469
Louiseville.....	1,466	1,385	Picton.....	362	336
Magog.....	858	734	Port Arthur.....	5,340	5,912
Maniwaki.....	1,786	1,742	Port Colborne.....	1,009	940
Matane.....	4,369	4,330	Prescott.....	801	875
Mont-Laurier.....	1,593	1,686	Renfrew.....	698	647
Montmagny.....	2,594	2,626	St. Catharines.....	3,939	4,138
Montréal.....	62,531	56,183	St. Thomas.....	892	1,058
New Richmond.....	2,504	2,704	Sarnia.....	1,908	2,289
Port Alfred.....	1,451	1,556	Sault Ste. Marie.....	3,179	2,732
Québec.....	13,571	13,538	Simcoe.....	1,317	1,101
Rimouski.....	5,567	5,902	Sioux Lookout.....	.....	398
Rivière du Loup.....	7,504	6,932	Smiths Falls.....	560	506
Roberval.....	2,417	2,643	Stratford.....	661	901
Rouyn.....	5,390	5,021	Sturgeon Falls.....	1,182	1,066
Ste. Agathe des Monts.....	1,564	1,472	Sudbury.....	6,303	4,396
Ste. Anne de Bellevue.....	1,197	1,004	Tillsonburg.....	482	450
Ste. Thérèse.....	2,556	2,066	Timmins.....	2,900	3,372
St. Hyacinthe.....	1,899	1,837	Toronto.....	43,618	43,768
St. Jean.....	2,679	2,210	Trenton.....	860	843
St. Jérôme.....	2,039	1,652	Walkerton.....	619	723
Sept-Îles.....	2,786	2,564	Wallaceburg.....	578	589
Shawinigan.....	5,421	5,316	Welland.....	1,686	2,147
Sherbrooke.....	5,839	5,644	Weston.....	3,526	3,453
			Windsor.....	7,292	9,518
			Woodstock.....	778	1,064

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,
AT APRIL 30, 1963.**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) April 30, 1963	Previous Year April 30, 1962		(1) April 30, 1963	Previous Year April 30, 1962
Manitoba	32,075	32,053	British Columbia	66,456	63,141
Brandon.....	2,686	2,762	Chilliwack.....	1,533	1,585
Dauphin.....	1,976	2,153	Courtenay.....	898	752
Flin Flon.....	208	235	Cranbrook.....	1,358	1,497
Portage la Prairie.....	1,329	1,462	Dawson Creek.....	1,942	1,813
The Pas.....	563	551	Duncan.....	576	590
Winnipeg ⁽¹⁾	25,313	24,890	Kamloops.....	1,692	1,766
Saskatchewan	20,816	22,416	Kelowna.....	1,616	1,336
Estevan.....	441	481	Kitimat.....	115	139
Lloydminster.....	524	627	Mission City.....	1,019	967
Moose Jaw.....	1,512	1,645	Nanaimo.....	783	804
North Battleford.....	1,506	1,542	Nelson.....	974	1,182
Prince Albert.....	2,829	3,113	New Westminster.....	8,465	9,007
Regina.....	4,635	5,195	Penticton.....	1,651	1,397
Saskatoon.....	5,233	4,992	Port Alberni.....	662	675
Swift Current.....	632	920	Prince George.....	3,454	3,228
Weyburn.....	402	542	Prince Rupert.....	1,975	1,851
Yorkton.....	3,102	3,359	Princeton.....	622	673
Alberta	38,942	37,726	Quesnel.....	1,831	2,054
Blairmore.....	1,075	917	Trail.....	1,090	899
Calgary.....	11,128	9,636	Vancouver.....	27,426	24,734
Drumheller.....	693	707	Vernon.....	2,105	2,050
Edmonton.....	17,344	18,517	Victoria.....	4,005	3,560
Edson.....	747	889	Whitehorse.....	664	582
Grande Prairie.....	1,712	1,716	CANADA	652,234	642,650
Lethbridge.....	2,619	2,374	Males.....	502,327	496,099
Medicine Hat.....	1,326	1,161	Females.....	149,907	146,551
Red Deer.....	2,298	1,809			

(1) Preliminary subject to revision.

(2) Includes 862 registrations reported by the Magdalen Islands local office.

(3) Prior to May 1962, figures included with Kirkland Lake local office.

(4) Winnipeg included Sioux Lookout as of November 1, 1962.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 439, May issue.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1963—February.....	4,263,000	3,542,500	720,500*
January.....	4,241,000	3,537,900	703,100*
1962—December.....	4,212,000	3,620,000	592,000*
November.....	4,094,000	3,719,800	374,200*
October.....	3,991,000	3,746,900	244,100
September.....	3,977,000	3,779,200	197,800
August.....	3,995,000	3,796,300	198,700
July.....	3,976,000	3,764,000	212,000
June.....	3,954,000	3,739,700	214,300
May.....	3,889,000	3,625,100	263,900
April.....	4,064,000	3,499,500	564,500
March.....	4,144,000	3,456,500	687,500
February.....	4,161,000	3,442,300	718,700

*By virtue of seasonal benefit class B, the claimant count during the seasonal benefit period may include a number of persons who were not represented in the insured population since last May. This explains, in part, unequal variations in the month-to-month movement of the employed and claimants. An additional factor stems from the fact that the number of claimants is ascertained by actual count, in local offices across Canada, whereas the employed figure is an estimate.

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY
NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,
AND PERCENTAGE POSTAL, MARCH 29, 1963**

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province and Sex	Total Claimants	Number of weeks on claim (based on 20 per cent sample)				Percent- age Postal	March 30, 1962 Total claimants
		1-4	5-13	14-26	27 or more*		
Canada.....	685,292	176,702	274,467	197,977	36,146	44.7	687,450
Male.....	548,207	143,627	222,087	159,972	22,521	48.1	547,100
Female.....	137,085	33,075	52,380	38,005	13,625	31.0	140,350
Newfoundland.....	35,771	6,845	13,176	13,947	1,803	81.6	35,990
Male.....	34,112	6,434	12,572	13,351	1,755	82.5	34,035
Female.....	1,659	411	604	596	48	63.9	1,955
Prince Edward Island.....	7,046	609	2,899	3,340	198	78.9	6,906
Male.....	6,024	470	2,539	2,860	155	81.5	5,819
Female.....	1,022	139	360	480	43	63.8	1,087
Nova Scotia.....	40,059	7,900	18,008	12,030	2,121	60.6	43,371
Male.....	34,283	6,632	15,642	10,456	1,553	62.8	38,119
Female.....	5,776	1,268	2,366	1,574	568	47.4	5,252
New Brunswick.....	38,780	7,436	15,934	13,691	1,719	73.1	38,536
Male.....	32,647	6,615	13,657	11,223	1,179	75.6	32,932
Female.....	6,106	821	2,277	2,468	540	60.1	5,604
Quebec.....	215,779	58,924	87,536	57,578	11,741	44.4	207,675
Male.....	179,905	49,515	75,430	48,079	6,881	47.9	171,116
Female.....	35,874	9,409	12,106	9,499	4,860	26.9	36,559
Ontario.....	193,995	54,167	75,870	52,746	11,212	23.5	195,136
Male.....	143,492	41,369	56,771	38,836	6,516	29.3	143,506
Female.....	50,503	12,798	19,099	13,910	4,696	26.1	51,630
Manitoba.....	32,130	8,226	13,755	9,102	1,047	38.4	33,777
Male.....	24,719	6,398	9,990	7,564	767	42.5	26,262
Female.....	7,411	1,828	3,765	1,538	280	24.6	7,515
Saskatchewan.....	23,934	5,026	9,325	8,677	906	54.4	24,867
Male.....	19,332	4,113	7,327	7,430	462	59.1	19,762
Female.....	4,602	913	1,998	1,247	444	35.0	5,105
Alberta.....	35,593	8,945	16,605	8,759	1,284	65.3	37,878
Male.....	29,923	7,869	14,014	7,095	945	64.7	30,049
Female.....	5,670	1,076	2,591	1,664	339	68.2	7,829
British Columbia.....	62,205	18,624	21,359	18,107	4,115	30.7	63,314
Male.....	43,743	14,212	14,145	13,078	2,308	33.9	45,500
Female.....	18,462	4,412	7,214	5,029	1,807	23.2	17,814

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE,
MARCH, 1963**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	6,483	5,390	1,093	5,617	4,924	693	2,587
Prince Edward Island.....	983	860	123	1,000	897	103	322
Nova Scotia.....	9,039	6,720	2,319	8,198	7,277	921	2,881
New Brunswick.....	9,460	7,491	1,969	9,091	8,031	1,060	2,909
Quebec.....	64,269	48,196	16,073	65,571	56,403	9,168	20,389
Ontario.....	60,150	41,796	18,354	60,025	50,911	9,114	17,711
Manitoba.....	8,887	7,244	1,643	8,680	7,507	1,173	2,783
Saskatchewan.....	5,323	4,452	871	5,321	4,619	702	1,789
Alberta.....	11,822	8,586	3,236	10,919	9,254	1,665	4,177
British Columbia (incl. Yukon Territory).....	19,502	12,891	6,611	18,810	15,605	3,205	5,542
Total, Canada, March 1963.....	195,918	143,626	52,292	193,232	165,428	27,804	61,090
Total, Canada, February 1963.....	188,523	142,392	46,131	207,218	173,294	33,924	58,404
Total, Canada, March 1962.....	225,813	157,663	68,150	229,044	198,236	30,808	53,264

*In addition, revised claims received numbered 45,094.

†In addition, 45,893 revised claims were disposed of. Of these, 4,657 were special requests not granted and 3,117 appeals by claimants. There were 10,478 revised claims pending at end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, MARCH 1963

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	150,971	3,657,285
Prince Edward Island.....	29,891	661,337
Nova Scotia.....	143,915	3,286,444
New Brunswick.....	139,450	3,139,406
Quebec.....	773,526	19,686,131
Ontario.....	688,492	16,976,348
Manitoba.....	130,727	2,985,360
Saskatchewan.....	88,397	2,213,837
Alberta.....	128,199	3,318,499
British Columbia (including Yukon Territory).....	208,073	5,362,471
Total, Canada, March 1963.....	2,476,641	61,287,118
Total, Canada, February 1963.....	2,367,753	58,741,717
Total, Canada, March 1962.....	2,810,753	68,826,613

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1962—May.....	130.1	124.5	134.5	112.8	140.4	158.2	147.1	117.9
June.....	130.5	125.6	134.9	113.1	140.4	158.2	147.0	117.9
July.....	131.0	127.0	135.1	112.9	140.7	158.4	147.8	117.9
August.....	131.4	128.4	135.1	112.7	140.8	158.2	147.8	118.0
September.....	131.0	126.8	135.2	113.3	140.3	158.2	147.6	118.0
October.....	131.5	127.2	135.4	115.6	139.9	160.0	147.8	118.0
November.....	131.9	127.7	135.6	116.0	140.6	159.8	148.2	117.8
December.....	131.9	127.8	135.7	115.8	140.2	159.8	148.2	117.8
1963—January.....	132.0	129.0	135.9	114.7	139.8	159.8	148.6	117.8
February.....	132.1	129.4	135.9	114.8	139.6	159.9	148.6	118.0
March.....	132.1	128.9	136.0	115.6	139.6	159.9	148.6	118.0
April.....	132.3	128.9	136.0	115.7	139.2	162.1	148.0	117.9
May.....	132.3	128.3	136.0	115.6	140.6	162.6	148.8	117.8

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF APRIL 1963

(1949 = 100)

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	April 1962	March 1963	April 1963							
St. John's, Nfld. ^(a)	117.4	119.3	119.5	115.6	115.0	112.5	123.5	156.0	152.2	101.1
Halifax.....	130.0	131.3	131.2	124.2	134.7	125.6	138.1	163.6	165.4	124.5
Saint John.....	131.1	132.9	133.2	129.0	132.1	123.5	144.1	186.5	151.4	124.5
Montreal.....	130.5	132.0	132.2	133.6	134.8	108.7	159.1	169.2	143.4	118.7
Ottawa.....	131.7	133.1	133.4	128.6	137.7	120.9	153.4	168.3	142.3	123.9
Toronto.....	132.1	133.7	133.6	126.6	140.4	120.7	132.3	158.5	185.3	122.5
Winnipeg.....	128.9	129.8	129.3	127.8	128.4	119.6	133.9	174.8	138.1	120.5
Saskatoon-Regina.....	127.3	128.3	128.0	126.2	126.7	128.5	135.3	145.2	145.3	119.5
Edmonton-Calgary.....	125.5	127.2	127.4	123.3	127.5	124.1	129.8	163.8	144.2	119.6
Vancouver.....	129.2	131.7	131.8	129.6	135.6	119.2	140.1	150.3	149.2	120.9

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

^(a) St. John's index on the base June 1951=100.

C—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to work stoppages. Workers indirectly affected such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 103, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1958-1963

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1958.....	251	259	111,475	2,816,850	0.25
1959.....	201	216	95,120	2,226,890	0.19
1960.....	268	274	49,408	738,700	0.06
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1962: April.....	18	38	12,262	140,400	0.14
May.....	25	45	17,420	137,980	0.13
June.....	27	53	14,522	256,210	0.23
July.....	26	48	16,867	133,580	0.12
August.....	37	57	11,565	74,380	0.06
September.....	23	47	10,509	121,930	0.12
October.....	22	44	10,031	121,230	0.11
November.....	29	47	9,525	75,270	0.06
December.....	14	28	3,565	55,110	0.05
*1963: January.....	9	24	4,559	79,780	0.07
February.....	22	37	7,002	75,280	0.07
March.....	18	32	5,207	34,080	0.03
April.....	25	42	8,562	47,180	0.05

* Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS
APRIL 1963, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	.....	.....	.....
Mines.....	2	1,125	5,460
Manufacturing.....	23	4,897	29,090
Construction.....	6	1,799	1,950
Transpn. and utilities...	5	265	6,900
Trade.....	4	116	630
Finance.....	.....	.....	.....
Service.....	2	360	3,150
Public administration.....	.....	.....	.....
All industries.....	42	8,562	47,180

**TABLE G-3—STRIKES AND LOCKOUTS
APRIL 1963, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	3	150	2,300
Prince Edward Island.....	.....	.....	.....
Nova Scotia.....	1	950	1,430
New Brunswick.....	.....	.....	.....
Quebec.....	8	2,437	10,100
Ontario.....	23	4,844	30,180
Manitoba.....	.....	.....	.....
Saskatchewan.....	.....	.....	.....
Alberta.....	.....	.....	.....
British Columbia.....	4	88	1,310
Federal.....	3	93	1,860
All jurisdictions.....	42	8,562	47,180

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, APRIL 1963

(Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			April	Accu- mulated		
MINES						
<i>Metal</i> Solbee Copper Mines, Stratford Centre, Que.	Steelworkers Loc. 6256 (AFL-CIO/CLC)	175	4,030	8,140	Mar. 1	Wages, union security, other benefits in first agreement~
<i>Mineral Fuels</i> Old Sydney Collieries, Sydney Mines, N.S.	Mine Workers Loc. 4535 (Ind.)	950	1,430	1,430	Apr. 2 Apr. 4	Dismissal of two workers for refusal to carry out duties~ Return of workers pending investigation.
MANUFACTURING						
<i>Rubber</i> Goodyear Tire & Rubber, Bowmanville and New Toronto, Ont.	Rubber Workers Locs. 189 & 232 (AFL-CIO/CLC)	1,940	11,640	11,640	Apr. 17 Apr. 26	Wages, changes in pension, S.U.B., health and welfare plans~Wage increases, other improved benefits.
<i>Paper</i> Bathurst Containers, Hamilton, Ont.	Woodworkers Loc. 2-69 (AFL-CIO/CLC)	289	870	870	Apr. 3 Apr. 8	Hiring of efficiency experts by company~Return of workers pending negotiations.
Hinde and Dauch, Toronto, Ont.	Chemical Workers Loc. 595 (AFL-CIO/CLC)	295	300	300	Apr. 29 Apr. 30	Fumes from die wash ma- chine~Return of workers pending negotiations.
<i>Primary Metals</i> Standard Tube & T.I., Woodstock, Ont.	Auto Workers Loc. 636 (AFL-CIO/CLC)	500	7,500	7,500	Apr. 8	Wages, fringe benefits, con- tract language~
<i>Metal Fabricating</i> John Inglis, Toronto, Ont.	Steelworkers Locs. 2900 & 4790 (AFL-CIO/CLC)	1,150	1,150	2,300	Mar. 29 Apr. 2	Proposed standards of work loads~Return of workers.
CONSTRUCTION Quebec Hydro, Baie Comeau, Que.	Various unions	1,700 (20)	1,700	1,700	Apr. 8 Apr.	Transportation of workers to and from work~Trans- portation of workers resumed.
TRANSPN. & UTILITIES <i>Transportation</i> Several automobile dealers, Toronto, Ont.	Teamsters Loc. 847 (Ind.)	160	4,760	13,770	Feb. 6	Union security, voluntary dues check-off~
SERVICE INDUSTRIES <i>Education</i> St. Jean School Commission, St. Jean, Que.	Unknown	250	1,250	1,250	Apr. 4 Apr. 10	Delay in new contract nego- tiations~Return of teachers when agreement reached.
<i>Health and Welfare</i> Western Memorial Hospital, Corner Brook, Nfld.	Public Employees Loc. 488 (CLC)	110	1,900	1,900	Apr. 5 Apr. 27	Wages, union security~Re- turn of workers with grant- ing of union security; wages to be negotiated.

Figures in parentheses indicate the number of workers indirectly affected.



CANADA

THE

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Paid Vacations in Canadian Industry (p. 553)

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(Continued on page three of cover)

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Canadian Government Annuities

Another eight thousand Canadians came under security provisions of Government Annuities Act during past fiscal year. Act is administered by Annuities Branch

During the fiscal year that ended March 31, a further 7,983 Canadians came under the security provisions of the Government Annuities Act, which is administered by the Annuities Branch of the Department of Labour.

The new business for the year amounted to 4,009 deferred annuities, 287 immediate annuities, and 6 group contracts covering 20 employees. The number of new employees entering old groups was 3,667, largely replacing employees who had retired, died, or left their employer's service.

Most of the new deferred annuities were registered for tax exemption on premiums under Section 79B of the Income Tax Act.

At the end of the 1962-63 fiscal year, 203,742 persons were insured under 1,437 pension plans; 161,090 were employees at work and 42,652 held paid-up deferred pensions by reason of termination of service before retirement age. There were 89,616 individual deferred annuity contracts in force.

Approximately 70,000 persons are receiving annuities under 88,379 contracts and certificates, in payment of which 810,270 cheques were mailed. During the year, 3,227 employees retired on pension, and 2,490 individual contracts matured for payment of annuity.

The average age of persons drawing annuities was 70.4 for men and 70.2 for women. The average age at death for the 4,001 deaths reported during the year was 75.7 for men, 80.0 for women.

The guiding principle of Canadian Government Annuities was stated in the preamble of the original Government Annuities Act of 1908: "whereas it is in the public interest that habits of thrift be promoted and that the people of Canada be encouraged and aided thereto so that provision may be made for old age; and whereas it is expedient that further facilities be afforded for the attainment of the said objects . . ."

The sale of annuities began on September 1, 1908. The price of an annuity was moderate, premium payments were flexible, and the cost of administration was borne by the Government. Generally, a purchaser made his payments at the post office, where they were entered in his passbook; but he

could remit them directly to Ottawa. These basic conditions have remained unchanged.

The maximum annuity was originally set at \$600. Five years later the limit was raised to \$1,000. In 1920 the Government, in order to attract revenue, departed somewhat from the original purpose of the Act and increased the maximum annuity to \$5,000. The limit was reduced to \$1,200 in 1931 and has remained at that amount since.

The Act includes a provision to enable an employer to buy government annuities to provide pensions for his employees. About 1938, an increased demand for pension plans arose; the increase gained impetus soon after because of the excess profits tax and the wage-freeze imposed during World War II. Government annuities were extensively used to underwrite pension plans, and a rapid rise was noted in the number of persons for whom annuities were being bought. From 1940 to 1951, about 900 pension plans, covering about 173,000 employees, were underwritten by the Annuities Branch.

The \$1,200 limit has turned out to be too small for pension purposes. For pensions in excess of \$1,200, employers are put to the inconvenience of going to another underwriter for the excess portion. Bills to amend the Act in this, and other, aspects were introduced in Parliament in 1948 and 1951 but were not passed.

The original premium basis remained in effect until 1936, when it became evident that annuitants were living longer than anticipated by the premium scale. Premiums were temporarily increased by 15 per cent, and a mortality study was made. From the study came a new mortality basis, adopted in 1938, providing for greater longevity of annuitants. The mortality basis was changed again in 1948, in 1952 and in 1957. The basis adopted in 1957 has a built-in allowance for future increases in longevity.

The period of highest sales of government annuities was the two fiscal years 1946-47 and 1947-48, during which time 84,530 contracts and group certificates were issued.

The Government Annuities Act was administered at the outset by the Minister of Trade and Commerce, was transferred to the Post Office Department in 1912 and to the Department of Labour in 1922.

50 Years Ago This Month

Union membership in Canada in 1912 was 17,000 higher than in 1911 and totalled 136,400, the second annual report on labour organization states. Employment situation generally good in eastern Canada but unemployment on rise in West

Union membership in Canada in 1912 totalled 136,389 in 1,638 locals of international trade unions, it was stated in the second annual report on labour organizations in Canada, published in the *LABOUR GAZETTE* for July 1913. This was an increase of 16,974 members and 107 locals over the figures reported for 1911.

(At the beginning of 1962 union membership totalled 1,423,000 in 6,989 locals, according to the 51st annual edition of *Labour Organizations in Canada* (L.G., March, p. 201).)

"Of Canadian central organizations there are 217 local branches with a total reported membership of 15,616, a slight increase for the year," the report said. "In addition, there are 28 independent bodies, of which 16 report a membership 8,115, thus bringing the total membership reported in the 1,883 local branches and independent trade union organizations of all types in Canada at the close of the year to 160,120. The total membership reported for 1911 was 133,132, contained in 1,741 local and independent bodies."

Employment in June 1913 was generally good in eastern Canada but unemployment was increasing in the West, according to reports from local correspondents published in the July 1913 number. Western correspondents attributed the slackness in labour demand to "the tightness of the money market."

Such places in the Maritimes as Sydney, Truro, Halifax, Moncton, Saint John and Fredericton reported: "Labour conditions active and labour generally well employed—unskilled labour scarce—business brisk, but the supply of labour equal to the demand—general conditions of the labour market exceedingly good."

In the province of Quebec, correspondents reported: "the demand for labour brisk—labour exceptionally well employed during June—general condition of the labour market good—labour very scarce—labour well employed, skilled and unskilled labourers being in great demand," and so on.

From Ontario, reports were still good in most parts. Brockville said, "There was a slight falling off in the general demand for labour during June, . . . and the supply was equal to the demand in nearly every trade."

Kingston said the demand for men in June was greater than the supply. Belleville, Toronto and St. Catharines reported labour generally well employed.

In southwestern Ontario, however, reports from some places were not so favourable. The Berlin correspondent said June "did not compare favourably with last, nor with the corresponding month of last year." The Woodstock report was that some of the factories laid off men and some were running shorter hours.

In Winnipeg the situation showed a marked change from that farther east. The correspondent from this point said, "Taking into consideration the season of the year, labour generally has been but poorly employed." The report from Brandon was, "The prevailing note in practically all lines of industry was one of quietness. The financial stringency shows no sign of relaxing . . ." Regina said that the employment situation compared favourably with that of the preceding month, but in the latter part of the month it was apparent "that the number of idle hands was on the increase."

From Saskatoon the report was, "The supply of labour is still in excess of the demand." The Medicine Hat correspondent said that "labour was generally well employed during June, except in the last week, when the city was compelled to lay off quite a large number of men owing to the tightness of the money market." Calgary said, "Labour conditions showed no improvement and there were many men idle in every branch of the building trades."

From New Westminster, the report was, "There was no improvement in the labour market during the present month, in fact conditions are not as good as in May. The number of unemployed would be greatly in excess of last month if large numbers of wage earners had not left for other fields." Vancouver said that the general situation showed no improvement over the previous month, and "The city is over-stocked with a large number of workmen of all trades and callings."

From Victoria the correspondent wrote, "There was little change in labour conditions during June, and at the end of the month, while there was a considerable amount of work in progress, there were also a number of men unemployed."

Society of Engineers Alarmed At Shortage of Technicians

"Unless the number of graduates from technical institutes and technical programs in other schools is markedly increased, there certainly will not be enough fully-trained technicians of all kinds to meet future needs," it was declared in a prepared statement issued at the close of an international meeting in Montreal last month of the Society of Automotive Engineers.

The Society said the shortage of technicians was serious and "likely to grow worse before it grows better."

More technicians are needed to free engineers from detail work to enable them to concentrate on more creative and productive efforts. The rapid advance of engineering technology during the last decade now requires that technicians must have much of the education and many of the qualities that graduate engineers had prior to 1955, the Society pointed out.

"Yet many companies and the general public still have the idea that a technician is a 'low-level' person, dependent upon graduate engineers for direction. The picture of technicians as 'second-rate' is not only unfair and untrue, but also discourages young people from going into the field," it was stated.

Companies now often employ engineers, at higher salaries, for work that qualified technicians could do better, the SAE said.

Firm Advances Technologically, Production Workers Grow Fewer

The ratio of hourly production workers and technicians to engineers and scientists in a United States aircraft plant has dropped from 10.5 to 1 in 1951 to 1.6 to 1 today, in the plant's change to an aerospace operation.

"Similar changes are in prospect for other industries that are moving toward a technologically advanced, research-oriented mode of operations," says a case study of Douglas Aircraft Company described in *Business Week* for June 22.

Not only are hourly production workers fewer but the ones remaining have greater skill and versatility. And machinists in the company's Missiles and Space Systems Division have had to adapt to new materials, new processes and new tools.

"The same space age needs that have drastically slashed demand for riveters,

assemblers, fabricators, jig builders, template builders, and foundry workers have generated it for electronics technicians," *Business Week* says. "Also in demand are solderers, who must pass rigid government-administered tests, and certain types of complex machine tool operators."

Increases in Scientists' Earnings In 1962 Largest in Five Years

Increases in annual earnings in the scientific and technical professions in 1962 were the largest recorded in the past five years, according to a preliminary report, *Annual Earnings in the Scientific and Technical Professions, 1962*, recently published by the Economics and Research Branch of the Department of Labour. The report is Professional Manpower Bulletin No. PM/2.

The largest gains in 1962 were in mathematics—\$900, chemistry—\$900, mathematics and physics—\$800, and biology—\$700.

From 1958 to 1962 median annual earnings of graduates in agriculture have increased by 25 per cent; in natural science, 21 per cent; in veterinary medicine, 20 per cent; in forestry, 18 per cent; in engineering, 15 per cent; and in architecture, 13 per cent.

Median annual earnings in the six main scientific and technical fields in 1962 were: architecture, \$9,900; engineering, \$9,200; natural science, \$8,800; veterinary medicine, \$8,500; forestry, \$7,900; and agriculture, \$7,400.

By subdivisions of these fields, graduates in mining engineering, and mathematics and physics, at \$10,100, had the highest median earnings; followed by metallurgical engineering, \$10,000; and geology, \$9,900.

Earnings in engineering and science in 1962 varied from \$5,000 for new graduates to \$10,000-\$12,000 for those with 20 or more years of experience.

E. Gordon Blackadar, at one time Director of the Annuities Branch of the Department of Labour, died last month at the age of 80 years. Mr. Blackadar joined the staff of the Canada Life Assurance Co. in Toronto as an actuary in 1904, and in 1909 he came to the Annuities Branch in the same capacity. In 1927 he was appointed Superintendent of the Branch, a title that was later changed to that of Director. He retired in 1946.

Steelworkers Reject Resolution Calling for End to Raiding

The long fight by the United Steelworkers to supplant the International Union of Mine, Mill and Smelter Workers was given approval at the Steelworkers' 1963 national policy conference, held in Sault Ste. Marie on June 13-15.

The question came before the conference as a result of a resolution calling for a ban on inter-union raiding. Proposed by locals in Sydney, N.S., the resolution was defeated, and instead a motion was passed welcoming workers who were "unorganized or held captive in reactionary, ineffectual unions."

Union bargaining objectives set by the conference included: a six-hour day to make up for jobs lost through automation, two weeks vacation after one year's service, three weeks after 10 years, and four weeks after 17 years.

The delegates also urged the establishment of a comprehensive public health plan, covering preventive medicine, diagnosis, treatment, drugs, appliances and rehabilitation, and available to all without a means test. They further decided that the federal Government should be asked to set up machinery for the operation of an adequate portable pension fund.

In another resolution, the conference decided that the union should press for the speedy taking over of the Industrial Accident Prevention Associations of Ontario by the Ontario Workmen's Compensation Board, with a view to the setting up of an organization similar to that of the British Columbia Workmen's Compensation Board.

One of the conference's proposals was for legislation that would require employers to give layoff notices ranging from one week to three weeks, depending on the industry.

Larry Sefton, Director of the union's District 6, also proposed legislation that would establish an automation impact fund to which employers and government would contribute. The money would be used to soften the effect of automation on displaced employees.

He also urged the loosening of immigration restrictions, and told the delegates that the "maple leaf curtain should be lifted to permit thousands of new immigrants to enter Canada." This, however, was coupled with demands for policies that would produce full employment.

The conference was told that two serious weaknesses in the union's collective bargaining achievements were a lack of supplementary unemployment benefit plans and a lag in union-negotiated pension plans.

Steelworkers Gain "Sabbaticals" But Forgo Wage Increase

The United Steelworkers and 11 leading steel companies in the United States last month signed new labour contracts that included an extended vacation plan but no wage increase. The agreement was reached without formal bargaining.

The effect of the plan will be that, during the next five years, about 243,500 senior employees of the companies—50 per cent of their total work force—will receive a continuous three-month paid vacation, and will be credited with an additional week of vacation payable on retirement. Those who retire before qualifying for the extended vacation will be given an equivalent.

The remaining junior group of steel workers in the industry may receive as much as three extra weeks of paid vacation during the next five years; and, if funds permit, even more employees will receive the three-month extended vacation.

In what was claimed to be a historic departure in collective bargaining, the union and the industry negotiated the contract without re-opening their agreements, although both sides had been free to do so since May 1. It was the first time for 25 years that a settlement was reached without carrying bargaining to the point of a crisis, and without the pressure of a contract expiration deadline.

This result is attributed mainly to the steel industry's Human Relations Committee, a group composed of union officials and the companies, which has carried on informal talks during recent months outside the provision for formal negotiations, and whose recommendations were followed in the contract.

The agreement will run from August 1, 1963 to December 1964, with a 120-day re-opening provision. Besides the extended vacation plan, it provides improvements to the non-contributory insurance program. These improvements extend hospitalization from 120 days to 365 days, increase the life insurance benefit by \$500 to a maximum of \$7,000, and increase sickness and accident benefits by \$10 a week, to a maximum of \$78 a week.

Through an "experimental" agreement to run from August 1, 1963 to December 31, 1964, the parties also agreed on new rules to govern contracting-out of work, the scope of the bargaining agreement where jobs are combined, use of supervisors to do production work, and arrangement of overtime when some qualified employees are laid off.

British Incomes Commission Condemns Reduction in Hours

Two agreements affecting the construction industry in Scotland that provide for the introduction of a 40-hour work week are examined in the recently published first report of the National Incomes Commission in Great Britain.

The agreements were referred to the Commission by the Chancellor of the Exchequer in the public interest, because of their effects on the remuneration of the workers concerned and on costs in the industry.

One of the agreements, known as the Scottish builders' agreement, provides for the reduction of the normal working week from 42 hours to 40 hours, without loss of pay, from November 4, 1963. This followed a similar agreement, known as the Scottish plumbers' agreement, which took effect from October 1, 1962.

The decision to refer these agreements to the NIC for examination was taken because the actual number of weekly hours in the construction industry in Scotland is, on the average, substantially greater than 42 (since October 1, 1962, the standard working week in the building industry in Scotland has been reduced from 44 to 42, and the hourly rates of pay have been increased by about 15 per cent). Moreover, the building industry is largely protected from foreign competition; labour costs account for a large proportion of total costs; and there was a possibility that the agreements might have repercussions in other employments.

The NIC accepts as a fundamental principle of an incomes policy the need "to keep the rate of increase in money incomes within the long-term rate of increase of national production" and holds that, in collective bargaining, "there is a third party, not present at the negotiating table, whose interest includes that of the two negotiating parties, but also takes in the interests of all other sections of the community. This is referred to as the national interest . . .

"We are well aware that there is, in all this, a hard lesson to be learned . . ." the Commission goes on to say, "It requires on the part of the unions a lesser degree of readiness in times of full employment to exploit their dominant bargaining power, and on the part of the employers a greater reluctance in times of high consumer demand to buy industrial peace and its continued profits at the price of passing on the increase in costs to the consuming public."

The Commission emphasizes the point that an incomes policy of this kind is

not designed to keep wages and salaries down, but rather to help to make possible a faster and more continuous rate of growth of output, and so produce the very conditions in which incomes may properly rise.

Contrary to the National Interest

The NIC condemned as contrary to the national interest the Scottish builders' agreement. The actual hours worked in the Scottish building industry, it said, were well above 40, and likely to remain so. No greater output per man-hour was to be expected as a result of the agreement, and its sole effect would be an increase in wages, which would be reflected in higher prices. Hourly rates of pay in the industry had not lagged behind hourly rates in industry generally.

The implementation of the agreement in November 1963 would result in a wage increase of 7.1 per cent for craftsmen, and 7.7 per cent for labourers. Added to an increase already obtained in February 1963, this increase would result in a total increase for the year 1963 of 8.6 per cent for craftsmen and 9.2 per cent for labourers. The Commission concluded that this agreement could result only in an increase in wages, the extent of which was excessive and inflationary.

With respect to the plumbers' agreement, the Commission found that since the plumbers, most of whom were engaged on jobbing work, had in fact been working only 40 hours a week before the agreement was made, there would not be any material loss of output or increase in labour costs by reason of the reduction in hours.

Nevertheless, the NIC said, the plumbing trade in Scotland was an integral part of the construction industry, and the agreement was bound to have general, and did in fact have particular, repercussive effects in other employments. The Scottish plumbing employers were criticized for deliberately making the agreement without any prior consultation with any other employers' organizations.

The Commission also said that there was evidence that the Scottish builders' agreement had had repercussions on negotiations on wages and working conditions in the building industry in England and Wales. It was also having effects in civil engineering.

But if an incomes policy was to be successful, the report said, pressure stemming from excessive wage increases must be withstood, and the "wage-wage" spiral must be broken.

The Commission found no evidence that the general level of profits and dividends in the construction industry at the present time was excessive or unreasonable.

Principal Recommendations

The Commission's principal recommendations were:

—Immediate steps should be taken on the employers' side of the construction industry to ensure that one organization would not take any action that might affect other sections of the industry without fully consulting all the other organizations whose interests might be concerned.

—The question of extensive overtime working, and the possibility of abuses in the system of payment by results, should be tackled by both sides of the industry in a greater spirit of co-operation.

—If the Scottish builders' agreement comes into operation as provided, about two thirds of the total increase in wages in 1963 should be regarded as payment in advance, and the whole increase should be accepted as covering a period of about three years.

—The parties to outstanding negotiations in the building industry in England and Wales, and in the civil engineering industry, should consider, either: (a) agreeing to wage increases that do not exceed the long-term rate of increase in national production, or: (b) forgoing annual increases in wages until an amount has been accumulated, calculated with reference to the long-term rate of increase in national production, that equals the increase in wages involved in reducing the normal work week by two hours without loss of total pay.

The Commission preferred the first of these alternatives as the more sensible and desirable.

After Legal Ruling, OLRB Certifies Christian Labour Association Local

The Trenton Construction Workers Association, Local 52, affiliated with the Christian Labour Association of Canada, was certified last month by the Ontario Labour Relations Board, after nine years of negotiation and a ruling by the Ontario Supreme Court.

The Local's application had been rejected three times because the Board believed that the Association discriminated on religious grounds.

Chief Justice James C. McRuer of the Ontario Supreme Court quashed a November 1961 Board ruling that had refused

certification. He said the Board had erred in concluding that a pledge for membership in the Local called for prospective members to accept Christian doctrine.

Adherents to any creed may reportedly join the union, provided they conform with the union's constitution, committed to Christian social principles as set forth in the Bible.

Rail Clerks' Frank Hall Elected Assistant to Union's Chief

Frank H. Hall, Vice Grand President in Canada of the Brotherhood of Railway and Steamship Clerks since 1925, has been succeeded in that office by Edward E. Downard of Calgary. Mr. Hall is now taking up the newly created post of Canadian Executive Assistant to the Grand President, to which he was elected at the most recent convention of the Brotherhood.

Mr. Hall is also Chairman of the non-operating railway unions' joint negotiating committee.

At the time of his recent election as Frank Hall's successor, Mr. Downard had been General Chairman of the union since 1958, and a member of the Brotherhood since 1928.

U.S. Equal Pay Bill Becomes Law

A bill requiring United States employers to pay women the same wages as men when they are doing the same work as men, covering about 27,500,000 employees in interstate commerce, became law last month when it was signed by President Kennedy after passing both the House of Representatives and the Senate in less than a week. Statistics as to the number of women affected are not available.

The legislation, which does not take effect until one year after enactment, prohibits wage discrimination by employers covered by the Fair Labor Standards Act but does not apply to firms not under that law. The new law prohibits employers from "equalizing" wages by lowering higher rates for men instead of raising lower wages paid to women.

The Act requires equal pay for work "on jobs the performance of which requires equal skill, effort and responsibility, and which are performed under similar working conditions." The law specifies that factors other than sex may warrant differences in pay.

Unions are forbidden to urge employers to discriminate on account of sex in the payment of wages.

In Parliament Last Month

(page numbers refer to Hansard)

The Government's employment and manpower development program was announced on June 10 in the House of Commons by the Minister of Labour (p. 821). He said that:

—The federal Government's contribution toward the cost of provincial training allowances to unemployed persons was to be increased to 90 per cent from 75 per cent.

—The federal contribution toward the provincial costs of training in industry was to be increased to 75 per cent from 50 per cent.

—Steps would be taken to encourage the re-employment of older persons who have been unemployed for a long time, together with the provision of appropriate training or other programs (see "Budget," below).

—Contribution under the Technical and Vocational Training Assistance Act of 75 per cent of the capital expenditures incurred by the provinces on training facilities would be continued beyond March 31, 1963 up to a specified total for each province.

—A manpower consultative or development service would be set up in the Department of Labour to assist labour and management to meet the employment problems caused by technological and other industrial changes.

—A direct payment of \$500 would be made to the first purchaser or owner of a house substantially built during the four winter months, December to March inclusive, in order to stimulate employment during the wintertime.

—Certain federal government construction projects for which funds are not now provided in the estimates would be brought forward for construction during the coming winter in designated areas.

—Changes would be made in the Municipal Winter Works Incentive Program including: increase in the ceiling on federal incentive payments for buildings and major renovations from \$50,000 to \$100,000; increase in incentive payment from 50 per cent to 60 per cent of payroll costs for municipalities in designated areas; restriction of the operation of the program to the period November 1 to April 30 inclusive.

—The staffs of the agencies responsible for the administration of these manpower programs, including the Department of Labour and the National Employment Service, would be increased.

Among the bills introduced and read the first time were: Bill C-72 to establish an Economic Council of Canada (p. 801), Bill C-74 to establish a Department of Industry (p. 1180), Bill C-76 to promote

increased employment in Canada by giving financial assistance by way of loans to municipalities to enable them to augment or accelerate municipal capital works programs (p. 1266-67).

Budget

The Budget brought before the House by the Minister of Finance on June 13 proposed a plan to encourage the employment and training of unemployed older workers, and changes in the National Housing Act and in the federal sales tax. A deficit for the 1963-64 fiscal year of \$565,000,000 was forecast.

The plan to encourage the employment of older workers takes the form of an allowance to be paid to employers, other than governments or municipalities, "who increase the number of their employees this winter in a specified manner over a base level." The allowance is to be paid to employers who give employment to workers aged 45 years or older who have been out of work for six of the previous nine months, and who are not receiving unemployment insurance benefit or pensions.

The allowance, which is conditional upon the employer's providing the worker with a "significant amount of approved training," is to be paid at the rate of 50 per cent of the worker's wages, or \$75 a month, whichever is less, for each month of employment; and is to continue for up to 12 months. The program is to apply to workers hired between November 1 this year and January 31 next year.

The Minister announced the withdrawal, effective immediately, of the exemption from the 11-per-cent federal sales tax hitherto allowed on building materials and production machinery and equipment other than that employed in fishing and agriculture. He estimated that this measure would produce increased revenues of some \$170,000,000 in this fiscal year and some \$360,000,000 in 1964-65.

In order to prevent the withdrawal of the sales tax exemption on building materials from working hardship on those who purchase dwellings under the National Housing Act, the Minister said that the Minister of National Revenue would propose amendments to the National Housing Act to reduce the down payment required in connection with mortgage loans made under it. NHA loans, he said, would also be extended to cover 95 per cent of the first \$13,000 instead of the first \$12,000 of the value of a house, and the maximum amount of a loan would be raised from \$14,900 to \$15,600. The NHA lending rate would also be reduced immediately from 6½ per cent to 6¼ per cent.

Paid Vacations in Canadian Industry

Virtually all jobholders in Canadian industry have been entitled to two-week vacation since beginning of the 1960's, and paid vacations of three or four weeks after extended service now becoming general practice, new booklet states

An annual one-week vacation with pay had become almost universal in Canadian industry by the early 1950's. By the beginning of the 1960's, virtually all jobholders were entitled to a two-week paid vacation each year. Now, paid vacations of three or four weeks, after extended service, are rapidly becoming a general practice for large segments of the employed labour force. Paid vacations now play an important part in the labour market as far as job placement and job choice are concerned.

The Department of Labour has just published the results of an examination of paid vacation practices in Canadian industry. Prepared by the Department's Economics and Research Branch, the publication, *Vacations with Pay, 1951-61: An Examination of Vacation Practices in Canadian Industries*, is Report No. 4 in the Labour Management Research Series.

In their introduction to the report, the authors, F. J. McKendy and Ted Buyniak, point out that present vacation practices contrast sharply with the situation before the Second World War. Before the war, paid vacations were generally granted only to executive and managerial personnel, and, to a lesser extent, to office employees. "For the average worker, however, taking a vacation meant a temporary suspension of his income, a luxury he could ill afford."

The report underlines the general trend toward the granting of longer paid vacations after shorter periods of service than previously required. The report suggests the following as some of the reasons for this general trend:

—The "freeze" on wages during the war encouraged employers to give paid vacations in place of wage increases.

—A relative scarcity of labour in the postwar expansionary period, together with gains in productivity, created more flexibility in labour-management relations, and demands for more liberal paid vacations were frequent in negotiations.

—Broad social changes such as the following have changed the pattern of living and the vacation practices in industry: increased ownership of homes and automobiles, improved and extended highway systems, the trend of the population to move to urban centres, more outdoor

recreational pursuits, and ownership of summer cottages by urban residents.

—The leave provisions of the wartime armed forces accustomed people to having time off with pay.

The report analyses the results of the annual Survey of Working Conditions conducted by the Branch from 1951 to 1961, excluding 1952, and concerns itself with the length of vacations granted and the length of service required to qualify for specific paid vacations. In the 20 tables accompanying the report, and in additional graphs, the numbers of employees referred to are not necessarily those actually covered by the vacation practices described, but the numbers employed in manufacturing establishments where the practice applies to the majority of workers.

The first part of the report reviews vacation-with-pay practices and traces the general trends in manufacturing for the period 1951-61. The second part analyses vacation practices in both manufacturing and non-manufacturing industries. The third part contains an analysis of legislation that governs vacations with pay in the various jurisdictions, together with an outline of the administrative procedures relating to the application of this legislation.

The report omits statistics for one-week vacations, as the latter now are universal.

Statistics in the report were compiled from data obtained from employers in the annual Survey of Working Conditions from 1951 to 1961. The survey covers nearly 20,000 establishments having 15 or more employees, in most major segments of Canadian industry; prior to 1959, the survey covered about 14,000 establishments.

An article summarizing the findings of the 1962 survey regarding selected working conditions, including paid vacations, appeared in the March LABOUR GAZETTE, page 197. This information was not available in time for inclusion in Report No. 4.

The Labour Management Research Series is prepared under the direction of Dr. R. M. Adams, Chief of the Labour Management Division, Economics and Research Branch.

Report No. 4 in the Series (Catalogue No. L2-22/4) is available from the Superintendent of Government Publications, Queen's Printer, Ottawa, at 35 cents a copy.

Opening of Labour College of Canada

Ceremonies attended by more than 200 labour, business, government and education leaders. College, first of kind in North America and first bilingual one in world, opens with 87 students, almost double the number originally planned for

A new page was added to the history of the Canadian labour movement on June 3 when the Labour College of Canada opened its doors in Montreal. Eighty-seven trade unionists were enrolled for the first course.

The College, the first of its kind in North America and the first bilingual one in the world, is a joint undertaking of the Canadian Labour Congress, the Confederation of National Trade Unions, the University of Montreal and McGill University (L.G., March 1962, p. 320).

The opening, at the Social Centre, University of Montreal, was attended by more than 200 labour, business, government and education leaders.

Original plans called for classes of 30 English-speaking and 15 French-speaking students in each seven-week course. Interest in the first course was such that enrolment was doubled. The first course is attended by 53 English-speaking students, all but one sponsored by the CLC, and 33 French-speaking students, of whom 21 are members of the CLC. The course is also attended by one Malayan student attending under the Colombo Plan. One of the French-speaking students sponsored by the CNTU is a girl.

Candidates range from 22 to 61 years of age, from bachelors to a married man with seven children, and their homes are spread from New Brunswick to British Columbia. Most of the male students are married; the one woman on the course is single.

Already, the hope has been raised that Canada's trade unionists will work for the establishment of a "brick and mortar" permanent national labour college, with its own full-time staff. CLC Education Director Max Swerdlow, who is the college's registrar and the moving spirit behind this project, expressed this possibility at the official opening.

Mr. Swerdlow said that the Labour College was now "reasonably assured of financial support and students for the next three years." Financing of the college for its first three years is expected to require about \$240,000. Some 300 local unions have already made contributions ranging from \$10 to \$1,000 and, as the College opened, about half the estimated total cost had been received in cash or pledges.

The federal Government has allocated \$5,000 annually for the next three years to the College, Gordon Cushing, Assistant Deputy Minister of Labour, announced at the opening ceremonies.

"Without broad programs of education," said Mr. Cushing, "unions, as the organization of workers, cannot hope to discharge adequately the many tasks and responsibilities which follow from their present strength in numbers and their position in society. The public, on the other hand, has just as much of a stake in having trained union officers as it has in having trained businessmen, doctors, lawyers or bankers."

A number of provincial governments have also pledged financial support.

Mr. Justice André Montpetit, co-chairman of the College's board of governors, presided at the opening ceremonies. His co-chairman, R. E. Powell, Chancellor of McGill University, expressed the wish that the College would eventually admit management as well as unionists because "men and women with open minds and the same educational opportunities are bound to arrive at the same conclusions."

CLC President Claude Jodoin saw in the College "an answer to the growing need created by the expanded responsibilities of the labour movement."

Prof. H. D. Woods of McGill University, who along with Prof. Gilles Beausoleil of the University of Montreal will be co-

Student Profile

The average student attending the first course at the Labour College of Canada is likely to be a married man, in his early thirties, with three children. He has probably been a member of his trade union for a number of years and is, at present, a local union officer or business agent. He is attending the College because he wishes to improve his leadership qualities, thinks that with more formal educational training he will be able to do a better job of representing his fellow workers, and seeks to improve his own knowledge and experience.

principal of the Labour College, saw in this endeavour a bridge between the two central labour bodies, between labour and the universities, between labour and management, and between French and English.

Others who spoke at the opening ceremonies were: Jean Marchand, President of the CNTU; J. L. Staunton, representing the mayor of Montreal; Kurt Swinton, President of Encyclopedia Britannica, representing the College patrons; Lucien Piché, Vice-rector of the University of Montreal; and Prof. J. E. Graham of McMaster University, representing the university personnel across Canada who interviewed prospective students.

Purpose of the College has been outlined by the Board of Governors as follows:

The need for a Labour College arises out of the expanded role and responsibilities of trade unions in Canada. Leaders who are deeply aware of the problems and opportunities of the trade union movement are a continuing requirement, and the training which will ensure such leadership must go beyond acquiring particular skills in negotiation and organization.

A Labour College, providing basic studies in the humanities and the social sciences as well as specialized instruction in the theory and practice of trade unionism, would do much to meet this need, especially if it were founded and operated with the full co-operation of the universities. It would open the way to higher studies for men and women who, although intellectually competent, may not meet formal university entrance standards.

Location of the College in Montreal, and the collaboration of both a French-speaking and an English-speaking university, would make possible a completely bilingual, bicultural institution. This aspect of the College in itself would serve an important purpose in Canadian society.

The program of the first seven-week course consists of five major fields of study:

economics, history, sociology, political science and trade unionism.

Present plans are to hold two seven-week courses in 1964 and two more in 1965. Thereafter, it is hoped to expand the program and, eventually, to reach a regular seven-month academic course.

Labour education, of course, is as old as the labour movement itself. As far back as 1886, a motion was made by Mr. B. Lynch, Knights of Labour Assembly in Toronto, to institute a labour education program in the labour movement. In 1911, at the convention of the Trades and Labour Congress of Canada, a motion was adopted to inaugurate a labour college.

In 1958, at the convention of the CLC, a motion was unanimously adopted instructing the officers to explore the possibilities of establishing a labour college in co-operation with a university. At the 1960 convention, a resolution was adopted expressing regret that it had not yet been possible to establish such a college.

The CNTU also has been keenly aware of the need for such a college. As early as 1952 the then Canadian and Catholic Confederation of Labour had been holding month-long study sessions. This venture was initiated by Fernand Jolicoeur, Director of Education of the CNTU, who is Recording Secretary for the Administrative Committee of the College.

A six-week travel scholarship to England and France, covering all expenses and lost time, will be given to the best student. This scholarship is being financed jointly by the British Council and the Encyclopedia Britannica.

Transition from Mechanization to Automation

Basic solution to problem of transition from mechanized to automated society is education and training, says the President of Honeywell Controls Limited

The basic solution to the problem of transition from the mechanized society to the automated society toward which we are moving rests with education and training at the primary, secondary and university levels. It is essential the youth of our nation be provided with an early grasp of this new technology.

"And there must be, of course, an expanded program of on-the-job training and retraining, night school courses and adult education programs. The job of education cannot be limited to the preparation of the new entrant into the labour force."

These were some of the statements made by W. H. Evans, President, Honeywell Controls Limited, Toronto, speaking on "Management and Machines" at the 7th Annual Business Conference at the University of Western Ontario.

Mr. Evans referred to the experimental educational project in which his company was participating in co-operation with two others and with the Ontario Department of Education and the federal Department of Labour (L.G., Feb., p. 108). "This is the sort of thing, I believe, that will increasingly become necessary."

He asserted that Canada had missed an opportunity "to break into world markets" after the second World War, after her impressive industrial achievement during the war. "Automation, I firmly believe, is going to provide us with still another opportunity," he declared.

Canada was in an excellent position to benefit from automation, Mr. Evans said, because:

—Canadian business has the advantage of being young in an age when the existing order is undergoing a rapid period of transition from mechanical to automated production techniques. We have at our disposal the time-consuming and costly experience of others to guide us.

—Our country is endowed more fully with the natural resources needed in industrial production than most competing nations . . .

—The nation as a whole has recently undertaken bold action whereby for the first time it has stared hard facts straight in the eye and instead of berating fate has taken steps to meet the situation.

"I cannot escape the conclusion that automation must rapidly advance in Canada. In an increasingly competitive world, we cannot afford to be without it," he said.

Increased automation brings economic growth, but it will also have marked effects on the social order. Working conditions, the structure of employment, and the types of jobs available are affected by automation, he said.

"Wage scales are altered, new methods requiring new management and employee levels are introduced, changes occur in information flow and in the relationships between labour and management."

Machines are not natural enemies of the working man, Mr. Evans continued. As a result of office automation in the U.S., for example, where about 9,000 computer systems are in use in business offices—most of them for clerical tasks once done by clerical workers—"white-collar" employment has increased in many areas, instead of dropping. "Blue-collar" employment dropped

in the 1950-60 period but there was no reduction in the number of skilled blue-collar workers.

But, when we talk of automation as causing unemployment, he said, what we are really talking about is job displacement—automation destroys some jobs but creates others, jobs requiring greater skill. And it makes possible a degree of productivity not possible with manual labour, thus contributing to economic growth.

The problem of displacement . . . cannot be glibly passed over by statements that "in the long run everything will be fine" or by suggestions that whole populations be moved from one area to another, although greater mobility of labour can be an important factor in blunting the effect of automation.

Displacement can lead to unemployment. And whether this unemployment is regional in nature, is applicable only to certain types of jobs, or is perhaps only temporary in nature is really immaterial. It is something with which we must cope . . .

And at all costs, we of the business community must never lose our concern for the individual and his place in the emerging society.

Mr. Evans said he was greatly encouraged by the steps that have already been taken to increase the skills of unskilled workers, and those whose skills have become obsolete, so that they can fill the job requirements of the new opportunities that are being created.

But the transition from a mechanized to an automated society can not be made by the employee alone. "It must be accomplished in great measure by industry and governments, working co-operatively," he said.

"I believe that an employer can do much to make the transition far easier than it sometimes has been in the past, by an appreciation of the socio-economic conditions related to automation, and by taking positive action with respect to them.

"It has become clear that the basic solution rests with education and training," he asserted.

J. D. Love, an employee of the Department of Labour from 1949 until 1958, during which time he worked for a short period on the staff of the *Labour Gazette*, has been granted one of the first Nuffield Foundation Travelling Fellowships for Public Officials. Mr. Love is now Special Assistant to the Chairman of the Civil Service Commission.

The Nuffield program for Canadian Public Officials, inaugurated this year and administered by the Canadian Universities Foundation, provides for three awards annually: one to an official in the service of the federal Government, one to a provincial government official, and one to a municipal government official. The successful candidates will, under the terms of the award, spend five to six months in the United Kingdom in study, observation or inquiry, with the object of improving their usefulness in the field of public administration. Mr. Love will examine the system of personnel administration in the Civil Service of the United Kingdom.

Fifth Meeting, National Technical and Vocational Training Advisory Council

Council observes 20th anniversary by holding meeting in home province of its Chairman, Dr. G. Fred McNally, former Chancellor of University of Alberta
Minister of Labour opens Edmonton's Northern Alberta Institute of Technology

The National Technical and Vocational Training Advisory Council observed its 20th anniversary by meeting in the home province of its Chairman, Dr. G. Fred McNally, former Chancellor of the University of Alberta. It was the fifth meeting of the Council, whose predecessor, the Vocational Training Advisory Council, held its first meeting in February 1943.

The business sessions of the meeting, held on May 29 and 30, took place at the new Northern Alberta Institute of Technology in Edmonton, and formed part of a week-long schedule of meetings and public events in both Edmonton and Calgary. It was the first time since its formation that the Council had met outside Ottawa.

Special events included the unveiling of a plaque dedicating the G. Fred McNally Library at the new Institute in Edmonton, at which Dr. George T. Haythorne, federal Deputy Minister of Labour, officiated; the official opening of the new Institute itself by Hon. Allan J. MacEachen, federal Minister of Labour; and the graduation of the first class of vocational education teachers from the University of Alberta. At this convocation, the University awarded an honorary Doctor of Laws degree to C. R. (Ross) Ford, Director, Technical and Vocational Training Branch, federal Department of Labour.

On May 27, the Council met with the Alberta Technical and Vocational Training Advisory Board in the new Northern Alberta Institute of Technology in Edmonton, under the joint chairmanship of Dr. McNally and Dr. W. H. Swift, Alberta Deputy Minister of Education.

On the same day, the Institute was officially opened by the Minister of Labour, Mr. MacEachen, and the event was attended by Hon. E. C. Manning, Premier of Alberta; Hon. A. O. Aalborg, Alberta Minister of Education; and Dr. Haythorne. The Institute contains about 15 acres of floor area essentially under one roof, and it is expected that by 1965, it will be training up to 10,000 students in day or night courses.

On May 27 also, the dedication of the G. Fred McNally Library at the Institute took place.

On May 28, Council members travelled to Calgary to meet at the Southern Alberta Institute of Technology with staff of the Institute and representatives of various provincial high school projects. They also attended the official opening of the Ernest C. Manning High School in Calgary.

On May 29 and 30, Council members were back in Edmonton to conduct their business sessions at the new Institute. On May 30, they also attended the official opening of the Education Building, University of Alberta, Edmonton.

On the morning of the next day, May 31, federal and provincial training officials met at the Institute, and in the afternoon, Council members attended convocation ceremonies of the University of Alberta, at which Mr. Ford received his honorary LL.D. and the first graduating class of vocational teachers received their degrees.

Minister of Labour

"This is one of my first public functions as Minister of Labour and I am delighted that it is associated with one of our oldest federal-provincial programs and one which has steadily grown in importance," said Hon. Allan J. MacEachen, Minister of Labour, at the official opening of the Northern Alberta Institute of Technology.

The need for the expansion of technical and vocational education had been widely recognized, he stated, and this had been "amply proved by the way in which provincial governments and municipalities have moved ahead rapidly with their school building programs under the new Technical and Vocational Training Agreements signed two years ago."

Although much had been accomplished, it seemed that we were barely keeping up with expanding needs. "In fact, the farther we advance in technical education, the more the horizons widen out in front of us," the Minister said.

Quoting statistics of increased student accommodation in institutes of technology, technical and vocational high schools, and trade and adult vocational schools, he estimated that by 1967, most of this accommodation would have to be doubled.

One by-product of the increasing concern with technical and vocational education has been an up-grading of the status of the skilled tradesman and technician.

This is something that has long been overdue. For too long many people have thought of vocational and technical education as an inferior type of education. The notion that it is suitable only for those who cannot make the grade in an academic course is both wrong and harmful.

Most people today know how vital men and women with technical skills are to our prosperity. I think, too, that more people are realizing how complex the jobs are that many of our skilled people are called upon to perform.

In addition to providing education for the young people of the nation, Canada must provide more years of education, for a larger proportion of the population, and in a variety of courses "undreamed of a few decades ago."

Many adults needed retraining because "their jobs are changing around them even while they work."

Report of Training Branch

From April 1, 1961 to March 31, 1963, about \$508,000,000 had been spent across Canada for new school facilities, additions, alterations and equipment, the Technical and Vocational Training Branch reported. Of this amount, the federal Government had contributed about \$324,000,000 under the Technical and Vocational Training Assistance Act of 1960. The expenditures covered a total of 513 projects, providing about 138,000 new student places.

The Branch reported that, as a result of extensions under the Technical and Vocational Training Agreement, both building and equipment projects continued after March 31. During its November 1962 meeting, the Council had recommended extension of the original March 31, 1963 deadline by which the construction of training facilities had to be completed in order to qualify for the 75-per-cent federal contribution (L.G., Jan., p. 9). After March 31, the federal contribution was to have been reduced to 50 per cent.

Since the November meeting of the Council, two extensions of the deadline for the federal contribution of 75 per cent had been made, one dealing with equipment, the other with buildings. Equipment that was approved and ordered before April 1, 1963 and put in place before October 1, 1963 would qualify for the 75-per-cent contribution. Building projects that were approved before April 1, 1963 and had contracts let and goods and materials in place before that date, and are completed before October 1, 1963 would likewise qualify for the larger federal share.

Doubling the capacity of the schools had greatly increased administrative work, the report pointed out, and although sufficient instructors would be available when classes start in the fall, there was a shortage of principals, shop directors, and other supervisory personnel.

Outlining the various actions taken on the resolutions of the fourth meeting of the Council in November 1962 (L.G., Jan., p. 9), the report stated the Branch had recommended that the proposed national conference on vocational and technical training be preceded by provincial conferences or others dealing with specific topics or phases of the training program. Among other action:

—The Working Committee on Manpower Training Research was considering projects to contribute knowledge for the vocational guidance and counselling program as a whole, and for the development of improved programs.

—The recommendation that the Government consider paying 50 per cent of the operational and maintenance costs of the technical and vocational high school program was under consideration, but as yet no change had been made in the amount of money available for such purpose.

Reporting on the progress of training programs, the Branch said Vocational High School Training (Program 1 under the Technical and Vocational Training Agreement) absorbed about 66 per cent of all capital expenditures, the expenditures being for technical and commercial training facilities in secondary schools.

Technician Training (Program 2) at the close of 1962 had a full-time enrolment across Canada of about 9,600 students, compared with about 2,400 in 1952 and 700 in 1942. The requirements to comply with this program were secondary school completion or the equivalent plus 2,400 hours under instruction.

Trade and Occupational Training (Program 3) involving full- or part-time courses for improving occupational competence, but not training for unemployed or for apprentices, had 149 provincial institutes and trade schools giving training, with at least 20 more trade schools and combined trade schools and institutes of technology expected to open this year.

Training in Co-operation with Industry (Program 4) was currently a small program, the federal share for 1962-63 being only \$56,000, but this scheme was "earmarked for immediate attention," as in-plant and co-operative training were becoming increasingly important because of technological and economic changes. In the

period ended March 31, a total of 2,192 supervisors had received training. The new program planned for the coming year would include in-plant training and small-business management training.

Training for the Unemployed (Program 5) had an enrolment of about 27,650 persons in the fiscal year 1962-63, or almost triple the number enrolled in 1960-61. In all, 35,490 unemployed persons were enrolled for courses; they included persons referred for training by the National Employment Service separately from Program 5. Courses were conducted in some 90 occupations in nearly 300 centres across Canada.

About 9,911 persons had enrolled in the "basic training for skill development" courses during the year, which were designed to remedy a lack of basic education. This lack was a barrier to steady employment, to vocational training and upgrading.

Training for the Disabled (Program 6) had an enrolment of 2,757 handicapped persons, a few less than during the previous fiscal year. Training-on-the-Job involved 339 contracts.

Training for Federal Departments and Agencies (Program 8) was practically all in marine occupations, including engineering, navigation and other training for deck officers. There was also some training for seamen. Because the majority of the marine personnel trained were not government employees, the federal Government's contribution to this program was 75 per cent, rather than the 100 per cent applicable to courses operated solely for government employees.

Apprenticeship Program, Curricula

The Apprenticeship Program had been operating under federal-provincial agreements for more than 18 years, and the number of apprentices in training had increased at the rate of about 10 per cent a year, said the report. At the end of the last fiscal year, 21,879 apprentices were registered in the nine provinces participating in the Apprenticeship Training Agreement. The current agreement is due to expire on March 31, 1964.

Apprentice training in Quebec was shared under Programs 3 and 5 of the Technical and Vocational Training Agreement.

As to curriculum development, the report pointed out that adequate continuing research into the requirements of industry, occupational needs, the preparation of new curricula, and the modification of old ones was essential if the total training program was to satisfy our future skilled manpower needs.



C. R. Ford, Director, Technical and Vocational Training Branch, Department of Labour, who was awarded an honorary Doctor of Laws degree by the University of Alberta.

Mr. Ford received the honour in recognition of his 15 years of service with the Branch and his achievements in advancing the cause of technical and vocational training in Canada.

Mr. Ford's experience before assuming duties in vocational education with the federal Government in 1948 embraced both industrial and teaching activities. After graduating from Teachers' College in Calgary, he served as school principal in Alberta for 14 years.

He received his Bachelor of Science degree from Bradley University in Peoria, Ill., and his Master of Science degree from the University of Minnesota, where he majored in vocational education. During part of his vocational education career, Mr. Ford was a machine shop instructor at the Edmonton Technical School and was superintendent of an Alberta school division for six years.

In 1948, he came to Ottawa as Supervisor of Technical Education for the Canadian Vocational Training Branch—now the Technical and Vocational Training Branch—of the Department of Labour. He later became Assistant Director and in May 1958 was appointed Director.

Five new trade analyses had been completed, three new analyses started, one analysis revision completed, and revisions of two analyses were to be undertaken shortly, said the report. Very satisfactory progress was being made on the preparation of 96 Plumbing Trade Technical Information Sheets.

Cost of Projects and Assistance

The capital expenditures for training projects were summarized for Council members by C. Ross Ford, Director of the

Branch. When the Council met in November 1961, the total cost of vocational school projects approved under the Technical and Vocational Training Agreement had been about \$156,000,000, of which the federal share was \$103,500,000. By November 1962, a total of 474 training-facility projects has been approved, at a total estimated cost of \$442,300,000, with an estimated federal share of nearly \$285,000,000. On March 31 this year, the total estimated cost of 513 approved projects was almost \$508,000,000, with a federal share of about \$324,000,000.

Of the \$508,000,000 for new school facilities, additions, alterations and equipment, totalling 513 projects, more than \$336,000,000, or more than 66 per cent, was allocated for secondary school facilities to accommodate technical or commercial programs under Program 1. These accounted for 346 of the 513 total of projects, and for 105,000 student places.

About \$80,000,000, or 16 per cent, was allocated for Program 2, involving 33 projects providing 14,900 new student places.

About \$91,400,000, or some 18 per cent, was allocated for adult vocational schools under Program 3, involving 134 projects and increasing student places by 17,770 or about 13 per cent of the total increase in places.

Citing the progress of capital projects, the report indicated that almost all projects would be completed during the 1963-64 fiscal year, and that about 95 per cent were already finished.

The report estimated that the total number of student places available in September 1963 would be 250,400. In 1960, prior to the enactment of the Technical and Vocational Training Assistance Act that year, the total was about 108,000. The report estimated that by 1967, when the Agreement ends, the number will have increased to about 491,000, representing an increase of 383,000, or more than 350 per cent, during the life of the Agreement.

Technological Education Report

The Council accepted the recommendations of the National Advisory Committee on Technological Education made at its second meeting (L.G., March, p. 208).

The Council urged that special support be given to this training program, and particularly recommended that the qualification of institute of technology graduates be identified by name.

Training for Unemployed

The Council's Special Committee on Training for the Unemployed, in its report on its latest meeting, recommended that more research on the labour market be undertaken to disclose employment opportunities for unemployed persons.

There was a great need for follow-up procedures in connection with graduates of Program 5—Training for the Unemployed—to obtain detailed information concerning placement. Research was also necessary on selection methods, guidance and counselling.

Increasing attention could well be paid to the training required in various established and new service trades, the Committee believed.

On a short-term basis, research should be able to determine the occupations in which there is a recurring demand, and on a long-term basis, the Committee pointed out, there was need for solid research to anticipate long-term trends and technological-change effects. Study of occupational trends would indicate the new occupational areas. It suggested that the provincial Governments engage in research work on a regional level, co-ordinating such efforts with national programs.

The Committee recognized that training in itself was not the whole answer to unemployment, but it was nevertheless necessary that manpower development be planned on a basis of sound research.

The Committee recommended that levels of attainment be recognized nationally, especially under the courses on "basic training for skill development." The Committee recommended the following levels of achievements for Program 5: Level 1, entrance to an institute of technology; Level 2, two years below Level 1, or approximately Grade 9 or 10 standing; Level 3, two years below Level 2. The Committee recommended that the provinces be urged to set up or adopt such standards.

Emphasis should gradually be shifted to "preventive" training, i.e., the type that would prevent persons from becoming unemployed. This training would include two types: basic training for skill development, and technical training or upgrading.

The Committee urged that the day-release system for training be the subject of continuous investigation and promotion. An experiment in such training, for example, was now being conducted in Leaside, where industry and government shared the costs (L.G., Feb., p. 108).

(Continued on page 603)

EMPLOYMENT REVIEW

Manpower Situation, Second Quarter, 1963

Most indicators of business activity advanced during the first half of 1963 and industrial production resumed an upward trend after being on a plateau for about six months. The gains were generally smaller than in the corresponding period last year, when, it will be remembered, there was a considerable amount of slack to be taken up after the 1960-61 recession.

During recent months, the performance of the Canadian economy has been considerably better than had been anticipated earlier in the year. Moreover, business prospects at mid-year were substantially better than they were six months before.

The seasonally adjusted index of industrial production increased by 2.5 per cent between January and April. Production increased in most non-durable goods industries and in mining. Output in the durable goods sector edged down in March, but rebounded again in April.

Data on new orders and unfilled orders indicate that the high level of activity in manufacturing will be sustained. At \$2.3 billion, the seasonally adjusted April figure of new orders taken by manufacturing industries represents a gain of almost 16 per cent from the \$1.97 billion in May 1961, at the beginning of the present expansion. It is \$16 million above the best level of the last year.

An upward trend in consumer spending has been a major factor behind the resurgence of activity in manufacturing. It is still too early to get a clear picture of the expansionary force that has been generated by this year's investment program. There have been some indications, however, that outlays in the second half of the year will be somewhat larger than in the first half. Exports in the January-May period this year were 8.6 per cent higher than in the corresponding period in 1962.

Employment increased more than seasonally between the first and second quarter. Although the advance was more modest than in the previous quarter, there was still no evidence of developing weaknesses in the cyclically sensitive goods-producing industries.

The average length of the work week in manufacturing was 41 hours in April, up slightly from March and an increase of almost one half hour over April 1962.

Average hourly earnings, at \$1.95 in April, rose by 2 cents an hour over the previous month and by 6 cents an hour over the previous year.

Unemployment declined seasonally between the first and second quarter. For the past year or more, the changes in unemployment have corresponded closely with seasonal patterns. During the same period, the labour force increased at an annual rate of about 1 per cent. Although employment had kept pace with the growth in the labour force, there have been no appreciable reductions in unemployment.

Employment

Employment in the second quarter of 1963 averaged 78,000 higher than in the corresponding period last year. Non-farm employment averaged 89,000 higher; farm employment, 11,000 lower. The main gains over a year ago were in manufacturing, construction and transportation.

The increase in employment between the first and second quarter of this year amounted to 358,000. This compares with an average increase of 302,000 during the corresponding period of the past ten years. The improvement was centred in the goods-producing industries. In the service industries, employment remained remarkably stable, discounting for seasonal factors.

Recent employment advances in the goods-producing industries follow a period of hesitancy during the latter part of last year. Most of these industries showed a resurgence during recent months, and the employment advance for this group has been quite impressive—about 2 per cent since the beginning of this year.

Activity in manufacturing has increased steadily since the beginning of the year, and most of the recent employment expansion in manufacturing was in non-durable goods industries. Gains have been fairly general throughout this sector; the improvement in textiles has been particularly noteworthy. Synthetic textiles and silk together

This review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

registered an employment gain of 4 per cent between January and April.

The most important factor in the improvement in the textile industry has been the 1962 devaluation of the Canadian dollar. Although it brought about an increase in imported raw material prices, it also helped cut down on imports. Canadian textile products are now competing against fewer and more expensive imports.

The clothing industry experienced a more moderate pickup in employment than that which took place in textiles. The improvement is of some significance, however, because it ends almost a year in which there was little or no growth. In April of this year, employment in the industry totalled just over 100,000, which represents an over-the-year advance of 2,000, or 2.7 per cent.

The food and beverage industry has contributed little so far this year toward the upward trend in business activity. Output has tended to rise but there has been little pickup in employment, apart from seasonal changes.

In paper products, chemicals, and products of petroleum and coal—industries that contributed little toward the expansion of employment in 1962—there has been increasing evidence of employment strengthening during the past few months.

The durable goods sector of manufacturing was not a major expansionary force during the second quarter of this year, but it exerted a strong sustaining influence. The pause in the past few months is the first noticeable break in the upward trend that began in the second quarter of 1961. In the two years since then, employment in the durable goods sector increased by about 11 per cent.

In the motor vehicle and motor vehicle parts industries, both production and employment have shown strong gains since the beginning of the year. But the aircraft, railway and rolling stock, and shipbuilding industries each registered employment declines during the second quarter.

Activity in the wood products industry appears to have eased up somewhat during the second quarter this year after a very strong first quarter.

The strength of the motor vehicle industry appears to have been a major factor in stimulating activity in a wide range of other industries. For example, the rubber products industry has been providing an

increasing amount of employment as a result of stepped-up tire production associated with the upward trend in sales of new passenger cars and trucks. Similarly, the strong performance of the automotive industry has bolstered the demand for steel products, particularly sheet steel.

In almost all segments of the iron and steel and the electrical goods industries, employment remained firm. The only noticeable exception was heating and cooking appliances, which weakened in the second quarter after experiencing a strong first quarter. Fabricated and structural steel showed renewed signs of strengthening, and primary iron and steel continued to be one of the strongest components of this industrial division. For the iron and steel industry as a whole, employment in April was 6.4 per cent higher than a year ago.

Forestry has shown renewed strength since the turn of the year after operating at a reduced level during most of 1962. Mining employment has been fairly stable so far in 1963 despite the substantial increases that have been recorded in output in that industry.

The increase in construction employment between the first and second quarter of this year was somewhat below seasonal expectations. But, remember, in the early months of 1963 activity in this industry was at a record level.

Unemployment

Aside from seasonal factors, there has been little or no reduction so far this year in the number of unemployed. The seasonally adjusted unemployment rate was 5.7 per cent in May, compared with 5.8 per cent in January.

Between May and June, a large inflow of students into the labour market resulted in an increase in the seasonally adjusted unemployment rate. A similar development occurred last year at this time, but the return of students to school last fall brought the rate back down to the May level.

In June 1963, unemployment was estimated at 304,000, virtually the same as a year ago (see Table A-3, page 633). Unemployment in June represented 4.4 per cent of the labour force, compared with 4.5 per cent in June 1962 and 5.6 per cent in June 1961. Unemployment rates were slightly higher than last year in Quebec and the Prairies and somewhat lower in the Atlantic region.

The table, "Labour Market Conditions," appears this month on page 591.

Regional Manpower Situation

Atlantic

The increase in employment in the Atlantic region was less than seasonal between the first and second quarter of 1963; in seasonally adjusted terms it decreased, about 2.4 per cent. This follows an increase of 2.8 per cent during the previous quarter.

A late spring, which hampered fishing and forestry activities, together with some unfavourable developments in mining and construction, were mainly responsible for the smaller-than-seasonal increase in employment during the second quarter. Manufacturing employment continued to improve, and employment in the service-producing industries held firm. In the second quarter of 1963, employment averaged 533,000, about the same as the year before. In the year-to-year comparison, employment developments were mixed: manufacturing and mining were the only industries to register advances, employment in the service-producing industries was virtually unchanged, and forestry, agriculture and construction experienced declines.

Manufacturing employment continued to expand during the quarter. In the period of a little more than two years since the current business upturn got under way, employment in this industry has shown an increase of just under 10 per cent. This improvement stemmed in part from the special government measures that were introduced with respect to making Canadian producers more competitive in world markets. The outlook in manufacturing continues to be fairly bright as a number of new plants are presently either under construction or on the drawing boards.

The iron and steel industry, especially the primary sector, showed a considerable gain in both production and employment. In April the employment index (1949=100) for this industry group stood at 85.4, up 13 per cent from the same period last year. Employment in shipbuilding remained at the high plateau reached in the previous quarter. Lack of orders kept employment in the railway and rolling stock industry at a low level.

In the non-durable goods sector of manufacturing, the food and paper products industries showed a slightly greater than

seasonal employment expansion during the second quarter. Both industries were operating at a somewhat higher level than last year. Employment in the wood products industry held firm during the quarter but remained moderately lower than the year before.

Employment in the construction industry expanded less than seasonally during the second quarter despite a substantial increase in building and industrial construction, and over-all construction employment was lower than last year. The institutional sector showed the largest decrease but there was also a decline in residential construction.

Employment in the service-producing industries showed little quarterly or annual change.

In mining, employment developments during the past year have been mixed. Coal production for the first five months of 1963 was 15 per cent higher than last year. The increase in employment during this period was not very large, but it was significant considering that the industry had experienced a steady employment decline prior to this year.

Employment in metal mining experienced a remarkable advance during the past year, especially in the Labrador mining area. At Bell Island, Nfld., however, the work force was reduced substantially in June as iron ore mining was sharply curtailed.

Employment in the three remaining industries—agriculture, forestry and fishing—was lower than last year. Poor operating conditions in the woods and a decrease in pulpwood consumption reduced the demand for labour in the logging industry. Agricultural employment increased seasonally during the second quarter.

Unemployment in the Atlantic region during the second quarter of this year averaged 61,000, or 10.3 per cent of the labour force. In the second quarter of last year, the average unemployment rate was 11.4 per cent and in 1961 it was 12.6 per cent.

In June, the classification of the 21 labour market areas in the region (last year's figures in brackets) was as follows: in substantial surplus, 1 (0); in moderate surplus, 14 (13); in balance, 6 (8).

Quebec

Employment in Quebec increased seasonally from the first to the second quarter. In all of the major industrial divisions except

agriculture and forestry, the changes were about in line with seasonal patterns. Agriculture registered a larger than seasonal in-

crease and in forestry the gain was somewhat below average. Increased mechanization, together with heavy inventories of pulpwood, resulted in a smaller than seasonal increase in forestry employment.

Estimated employment in the second quarter of 1963 averaged 1,726,000, which represents a gain of 1.1 per cent over the second quarter of 1962. All of the advance was in non-farm industries. Farm employment was slightly lower than a year earlier.

One of the more outstanding developments of the Quebec labour market during the second quarter was the continuing strength in manufacturing, in durable and non-durable goods alike.

In the non-durable goods industries, improvements in textiles and clothing were particularly noteworthy. Devaluation of the Canadian dollar, plant modernization and rising domestic demand have enabled these industries to increase production substantially during the past two years and thus provide a considerable amount of new employment. The gains become especially significant when compared with the steady employment declines which these industries experienced during the twelve years preceding 1961. In April, the employment index (1949=100) for the textile industry stood at 89.4, up 9.2 per cent from April 1961. During the same period, the employment index for the clothing industry rose by 4.4 per cent.

Employment in pulp and paper mills increased somewhat more than seasonally during the second quarter as the industry recovered some of the losses that occurred during the New York newspaper strike. The tobacco, leather and wood products industries exhibited little quarterly or yearly change in employment.

Activity in most durable goods industries was well maintained during the second quarter. The iron and steel and electrical apparatus and supplies industries continued to show slow but steady growth in both production and employment. Growing demand, as well as a further increase in Canadian parts content, have been chiefly

responsible for the expansion in employment in these two industrial divisions. The non-ferrous metal and non-metallic mineral products industries were somewhat more active than in the early part of the year, mainly reflecting increased demands for aluminum and cement.

Shipbuilding experienced a further increase in employment but the work force in the aircraft and parts industry continued to decline. The aircraft industry has shown a steady downward trend in employment during the past year. Employment in the railroad rolling stock industry continued at the low level that was in evidence during the opening quarter of this year. The employment indexes (1949=100) for the aircraft and rolling stock industries in April were lower than the year before by 25 and 10 per cent respectively.

Construction and mining employment expanded seasonally during the second quarter; both residential and non-residential construction operated at virtually the same level as last year. Mining employment was slightly lower than last year despite a substantial increase in production in iron ore mining. Production of gold, asbestos and silver decreased somewhat over the year.

With economic conditions in the Quebec region continuing generally strong, employment in the service-producing industries held firm. Increased spending by residents and tourists led to a slightly greater than seasonal rise in the number employed in wholesale and retail stores as well as in personal and recreational services. For the service-producing industries as a whole, employment was moderately higher than a year ago.

Unemployment in the second quarter averaged 142,000, which represents 7.6 per cent of the labour force. In the same quarter last year it was 7.1 per cent, and in the second quarter of 1961 it was 9.9 per cent.

In June of this year, the classification of the 24 labour market areas in the region (last year's figures in brackets) was as follows: in substantial surplus, 2 (2); in moderate surplus, 20 (18); in balance, 2 (4).

Ontario

Economic activity in the Ontario region continued to expand during the second quarter of 1963. Employment increased at about the same rate as in each of the preceding three quarters. For the 12-month period ending in June, total employment in the region rose by 30,000, a gain of 1.3 per cent. In the 18 months prior to mid-1962, employment increased by 3.6 per cent.

Manufacturing and construction accounted for most of the improvement during the past year. Earlier in the recovery, employment gains were more widespread and the service-producing industries figured prominently in the expansion.

Industrial production has followed a strong upward course over the past year as a result of improved demand for most

kinds of domestically-produced goods, and there was some further evidence of employment strengthening during the second quarter. Manufacturing employment climbed again during the quarter with appreciable gains being reported in the rubber, iron and steel, automotive and electrical goods industries.

Steel mills set new production records in the second quarter of this year. Domestic demand continued strong for virtually all types of rolled steel. Increased shipments of plate were mainly for the production of pipes and tubes. The automotive industry continued to be a big consumer of sheet steel. The largest employment gains were in primary iron and steel.

For the second consecutive year, the motor vehicle and motor vehicle parts industry has been very active. Sales of domestically-produced cars increased substantially; exports were also higher. Figures for the first quarter of this year show a 6-per-cent increase in sales as compared with the same quarter last year. In the aircraft industry, additional skilled tradesmen were hired during the second quarter. Prospects in this industry were generally improved.

Employment in the electrical goods industry rose in the second quarter; some further strengthening took place in heavy electrical and telecommunications equipment. The production of household appliances, radio and television sets slackened, however, owing to slower sales and rising inventories.

In non-metallic mineral products, furniture and non-metallic metal products, there was little change in employment during the second quarter, apart from seasonal influences. Rubber products, synthetic fibres

and chemicals showed further signs of strengthening. There was little change in employment levels in the food, leather and clothing industries.

Data on building permits, contract awards and housing starts indicate a substantial improvement in residential and industrial construction and a weakening in commercial and institutional construction. In total, the first to second quarter increase in construction employment was larger than in most previous years at this time.

Farm employment rose seasonally between the first and second quarters. Forestry employment declined a little notwithstanding the strong demand for saw logs and an extensive tree planting program; pulpwood inventories were at a satisfactory level. The closing of one of the uranium mines led to a smaller than seasonal increase in mining employment.

A high level of activity in the communications field and the opening of navigation led to hirings in transportation and public utilities. Higher retail sales and the rising demand for personal, community and business services led to a further slight increase in trade, finance and service employment.

Unemployment in Ontario dropped seasonally in the second quarter. Averaging 92,000, or 3.8 per cent of the labour force, it was slightly lower than a year ago. In the second quarter of 1962, the unemployment rate was 4.0 per cent, and in the same period in 1961 it was 5.1 per cent.

In June, the classification of the 34 labour market areas in the region (last year's figures in brackets) was as follows: in moderate surplus, 14 (15); in balance, 20 (19).

Prairie

After declining for two consecutive quarters, employment in the Prairie region resumed an upward trend during the second quarter of 1963. The gain during the quarter, after seasonal adjustment, amounted to about 1.5 per cent. Sharing in the advance were manufacturing, utilities, trade, finance and services. In agriculture, mining and construction, employment changes between the first and second quarter were about in line with seasonal patterns.

Construction activity, seasonal influences aside, continued at the high level that has prevailed for more than a year. At the close of the quarter, a number of large pipeline projects were getting under way, including some 250 miles of large diameter piping and 577 miles of main line piping. Hydro electric projects and institutional

building were additional sources of employment strengthening during the quarter. Activity in residential construction appears to have lost some of its momentum. Total construction employment in the region was about 2 per cent higher than last year and 6 per cent higher than at the same time the year before.

The improvement in manufacturing employment during the second quarter was mainly in clothing, steel and wood products industries. Among the products for which there was a continuing strong demand were garments and knitwear, lumber, plywood and furniture, farm implements, boilers and tanks, pipe and structural steel. Except for certain highly skilled occupations, there were no labour shortages in the region.

In general, crop prospects were good to excellent at the end of June. Seeding operations were carried out during the quarter, resulting in the usual increase in farm employment. Mining employment declined seasonally during this period and continued to be substantially lower than a year ago.

With increased grain shipments, more wheat in storage and expanding storage facilities, employment in transportation and public utilities was somewhat higher than last year. There was also a slight improve-

ment over the year in the trade, finance and service industries.

Unemployment decreased seasonally during the second quarter of 1963. Averaging 40,000, the unemployment estimate represented 3.5 per cent of the labour force. This compares with unemployment rates of 3.7 and 4.3 per cent in the corresponding quarters of 1962 and 1961 respectively.

At the end of June 1963, the classification of the 19 labour market areas in the region (last year's figures in brackets) was as follows: in moderate surplus, 5 (4); in balance, 14 (15).

Pacific

In the Pacific region, the underlying employment trend continued to rise during the second quarter of 1963. Manufacturing and the service-producing industries registered larger than seasonal employment gains during this period. On the other hand, the increase in construction employment was somewhat below seasonal expectations. In the primary industries, the pickup in activity was about normal for the time of year.

In the second quarter, total employment averaged 576,000, an increase of 14,000, or 2.5 per cent, over the corresponding period in 1962.

Increased exports of lumber, newsprint, copper and iron ore played a major role in stimulating activity in manufacturing and mining during the past year. At the same time there was a growing demand on the domestic market for a wide range of manufactured products. Outside of manufacturing, mining and services, employment changes were generally small and largely offsetting.

Manufacturing has been a continuing source of strength this year. In April, the employment index for this industrial division stood at 106.7, up 4.0 per cent from the same period last year. Contributing largely to the advance were the wood and paper products industries. Sawmilling, in particular, has been very active this year, largely reflecting the upward trend in exports of lumber.

Activity was well maintained during the second quarter in iron and steel and non-ferrous metal products. The former industry group registered a 15-per-cent increase in employment during the past year, most of the improvement having taken place during the last half of 1962.

The work force in the shipbuilding industry was significantly curtailed during the quarter owing to a lack of orders. Employment in this industry was slightly lower than last year.

Construction employment showed a somewhat smaller than seasonal increase during the second quarter and as a result, the employment total for this industry was lower than it was a year ago. The over-the-year decrease was in non-residential construction, the sector that had been expected to show some improvement. Residential construction activity continued at much the same pace as last year even though housing starts have been running somewhat ahead of a year ago.

The increase in mining activity during the second quarter marked the continuation of a trend that had been in evidence for more than a year. Providing a strong impetus to the expansion in production and employment was an increase in exports, to Japan and the United States, of copper, iron ore and zinc products.

Forestry employment increased seasonally between the first and second quarter and was slightly higher than a year ago.

Unemployment in the region during the second quarter of this year averaged 36,000, or 5.8 per cent of the labour force. In the second quarter of 1962 the average unemployment rate was 6.3 per cent, and in 1961 it was 8.5 per cent.

In June of this year, the classification of the 12 labour market areas in the region was as follows (last year's figures in brackets): in moderate surplus, 5 (8); in balance, 7 (4).

CLASSIFICATION OF LABOUR MARKET AREAS—JUNE

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	St. John's	Calgary Edmonton Halifax Montreal Quebec-Levis → VANCOUVER-NEW WESTMINSTER Windsor Winnipeg	→ HAMILTON Ottawa-Hull → TORONTO	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	Joliette Lac St. Jean	Brantford → CORNER BROOK Cornwall Farnham-Granby Fort William Port Arthur Kingston → MONCTON → NEW GLASGOW Niagara Peninsula Oshawa Peterborough → ROUYN-VAL D'OR Saint John SARNIA ← → SHAWINIGAN Sherbrooke Sudbury Sydney Trois Rivières	Guelph Kitchener London → TIMMINS- KIRKLAND LAKE → VICTORIA	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)		Chatham → RIVIERE DU LOUP → THETFORD-LAC MEGANTIC VILLE ST. GEORGES	→ BARRIE Brandon → CHARLOTTETOWN Lethbridge Moose Jaw North Battleford Prince Albert Saskatoon → RED DEER Regina → YORKTON	
MINOR AREAS (labour force 10,000-25,000)		→ BATHURST Beauharnois Belleville-Trenton → CAMPBELLTON Chilliwack Dauphin → DAWSON CREEK Drummondville → FREDERICTON → GASPE Grand Falls Lachute-St. Therese Lindsay → NEWCASTLE → OKANAGAN VALLEY → PRINCE GEORGE- QUESNEL → QUEBEC NORTH SHORE → RIMOUSKI Ste. Agathe-St. Jerome St. Jean → ST. STEPHEN Sault Ste. Marie SIMCOE ← → SUMMERSIDE Truro Valleyfield Victoriaville	Bracebridge Brampton → BRIDGEWATER Central Vancouver Island → CRANBROOK Drumheller → EDMUNDSTON Galt Goderich → KAMLOOPS → KENTVILLE Kitimat Listowel → MEDICINE HAT → MONTMAGNY → NORTH BAY → OWEN SOUND → PEMBROKE → PORTAGE LA PRAIRIE → PRINCE RUPERT St. Hyacinthe St. Thomas Stratford Swift Current → TRAIL-NELSON Walkerton Weyburn → WOODSTOCK, N.B. Woodstock-Tilsonburg → YARMOUTH	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 491, June issue.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a)..... (000)	June	6,839	+ 2.7	+ 1.3
Employed..... (000)	June	6,535	+ 3.5	+ 1.3
Agriculture..... (000)	June	688	+ 3.6	+ 0.1
Non-agriculture..... (000)	June	5,847	+ 3.5	+ 1.4
Paid workers..... (000)	June	5,353	+ 3.8	+ 1.0
At work 35 hours or more..... (000)	June	5,630	+ 3.6	+ 0.8
At work less than 35 hours..... (000)	June	698	- 5.3	+ 3.9
Employed but not at work..... (000)	June	207	+ 47.9	+ 7.8
Unemployed..... (000)	June	304	- 12.1	+ 1.0
Atlantic..... (000)	June	39	- 36.1	-13.3
Quebec..... (000)	June	113	- 13.1	+ 7.6
Ontario..... (000)	June	89	+ 11.3	- 3.3
Prairie..... (000)	June	31	- 22.5	+19.2
Pacific..... (000)	June	32	- 8.6	- 3.0
Without work and seeking work..... (000)	June	294	- 10.6	+ 1.4
On temporary layoff up to 30 days..... (000)	June	10	- 41.2	- 9.1
Industrial employment (1949=100).....	April	119.2	+ 1.3	+ 2.1
Manufacturing employment (1949=100).....	April	113.7	+ 0.8	+ 3.0
Immigration.....	} 1st Quarter { 1963	13,410	—	+14.0
Destined to the labour force.....		6,761	—	+18.4
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	June	63	+ 43.2	+18.9
No. of workers involved.....	June	7,302	+ 17.5	-49.8
Duration in man days.....	June	78,400	+158.7	-69.1
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.)....	April	\$83.55	+ 0.7	+ 4.2
Average hourly earnings (mfg.).....	April	\$ 1.95	+ 1.0	+ 3.2
Average hours worked per week (mfg.).....	April	41.0	+ 0.2	+ 1.0
Average weekly wages (mfg.).....	April	\$80.02	+ 1.3	+ 4.6
Consumer price index (1949=100).....	June	132.8	+ 0.4	+ 1.8
Index numbers of weekly wages in 1949 dollars (1949=100).....	April	\$60.48	+ 1.3	+ 2.9
Total labour income..... \$000,000	April	1,745	+ 1.7	+ 6.4
<i>Industrial Production</i>				
Total (average 1949=100).....	May	197.8	+ 4.2	+ 5.0
Manufacturing.....	May	176.8	+ 4.6	+ 5.4
Durables.....	May	182.0	+ 5.4	+ 6.7
Non-durables.....	May	172.4	+ 3.7	+ 4.3

(a) Distribution of these figures between male and female workers can be obtained from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics. These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the labour force characteristics of the civilian non-institutional population of working age. (More than 35,000 households chosen by area sampling methods in approximately 170 different areas in Canada are visited each month.) The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that was employed or unemployed during the survey week.

COLLECTIVE BARGAINING REVIEW

Collective Bargaining, Second Quarter, 1963

During the second quarter of 1963, collective bargaining in Canada led to the signing of 74 major agreements covering approximately 90,000 employees. Among the new agreements negotiated during the period were contracts applying to employees in the pulp and paper, rubber and other manufacturing industries. Other major agreements were signed by employers in the logging industry, telephone communications and municipal services.

New collective agreements covering approximately 25,000 employees of pulp and paper companies in eastern Canada and British Columbia were negotiated during the quarter. Of 12 major contracts negotiated, seven are for a term of one year and five for a term of two years. The principal unions conducting these negotiations were the **Papermakers** and the **Pulp and Paper Mill Workers**; participating jointly with these unions in negotiations with a few of the companies in eastern Canada were the **I.B.E.W.**, **Machinists**, **International Operating Engineers**, **Plumbers** and the **Firemen and Oilers**.

A memorandum of agreement signed in Montreal on May 1 by **Canadian International Paper** and **New Brunswick International Paper**, a wholly-owned subsidiary, was the first of these settlements. It covers approximately 6,500 workers at the companies' dissolving pulp and kraft mills in New Brunswick, Quebec and Ontario for a term of two years.

About one week later in Toronto, a bargaining committee of the Papermakers, Pulp and Paper Mill Workers and three craft unions signed a memorandum of agreement for a term of two years that applies to 3,500 employees of nine **Abitibi Power and Paper** divisions in Quebec, Ontario and Manitoba.

Other two-year agreements in the pulp and paper industry, covering more than 6,500 workers, were negotiated in Ontario by **Great Lakes Paper** and **Marathon Corporation**; and by four companies in Quebec and Nova Scotia—**Anglo-Canadian Pulp and Paper Mills**, **Bowaters Mersey Paper**,

James MacLaren Company and **Domtar Pulp and Paper (Newsprint Division)**—which had conducted joint bargaining.

The two-year contracts include no general wage increases but provide for wage adjustments of 3 cents an hour for some skilled classifications. Improvements in retirement plan benefits were an important feature of the settlements. The new pension formula at Canadian International Paper is to be 2 per cent of employees' earnings for service prior to January 1, 1946 up to December 31, 1962, 1½ per cent from January 1, 1963 to April 30, 1964 and 1¾ per cent from May 1, 1964. The contracts with Abitibi Power and Paper, Great Lakes Paper and the four companies in Quebec and Nova Scotia provide for pension benefits of 2 per cent of employees' earnings from the founding dates of the plans in 1947 to December 31, 1962, 1½ per cent from January 1, 1963 to June 30, 1964 and 2 per cent from July 1, 1964, with maintenance of past service benefits provided when the plans were established.

One-year contracts were negotiated in Ontario and Quebec with **Domtar Pulp and Paper (Howard Smith Division)** and **Roland Paper**. These agreements give a general wage increase of 3 cents an hour. Other one-year contracts were signed by **Kimberly-Clark, Provincial Paper (Thorold Division)** and by **Ontario-Minnesota Paper**. These agreements grant no general wage increase but provide for a 3-cent-an-hour adjustment for skilled classifications.

Common features in the eastern Canadian pulp and paper settlements included a reduction to 20 years of service in the qualifying period for four weeks annual vacation and a 1-cent increase in evening and night shift premiums. The new shift differentials are 7 cents and 12 cents in three agreements and 8 cents and 11 cents in seven agreements.

In British Columbia, the Papermakers and the Pulp and Paper Mill Workers reached settlements on behalf of 5,100 employees of west coast pulp and paper companies. Early in June, the Pulp and

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

Paper Mill Workers signed a one-year agreement with five companies—**Canadian Forest Products, Rayonier Canada Limited (Port Alice plant), MacMillan, Bloedel and Powell River, Crown Zellerbach of Canada and Elk Falls Company**—which agreed to a wage increase of 4 per cent and to improvements in sickness and accident indemnity benefits. One-year contracts incorporating the same wage increase and welfare provisions were signed a week later by the Paperworkers, who represent employees in the paper mills of the last three companies.

Three pulp and paper mills that had joined in contract negotiations with the west coast companies in previous years were not party to the new settlement with the Pulp and Paper Mill Workers, as attempts were being made by a new union to establish bargaining rights at **Celgar Limited, B.C. Forest Products and the wood-fibre plant of Rayonier Canada Limited.**

In the rubber manufacturing industry, the **Rubber Workers** signed new two-year agreements with five companies in Ontario. A settlement with **Goodyear Tire and Rubber** ended a short strike in April, and gave wage increases to approximately 1,500 employees: 9½ cents an hour for incentive workers and 10 cents an hour for day workers. The agreement includes improvements in pension, S.U.B. and health insurance plans as well.

In May, the **Rubber Workers and Firestone Tire and Rubber** concluded an agreement covering 1,150 employees that provides for wage increases of 9 cents an hour for hourly-rated employees and 11 cents an hour for incentive workers over a period of two years. The parties adopted the unanimous recommendations of a conciliation board by including in the company's health and life insurance and S.U.B. plans provisions matching those agreed on in the Goodyear Tire and Rubber settlement.

Subsequently, the Rubber Workers concluded two-year contracts with **Dominion Rubber (Footwear and Warehouse Divisions), Dunlop Canada Limited and B.F. Goodrich.** Under the agreement with Dominion Rubber, wages will rise by 6½ cents an hour for male workers and 3 cents an hour for female employees during the life of the contract. Provision was made for a total wage increase of 10 cents an hour at Dunlop Canada Limited and of 8 cents an hour plus classification adjustments at B.F. Goodrich.

During the quarter, three major agreements covering about 3,000 workers in the Quebec logging industry were concluded. In May, the **Carpenters (Lumber and Saw-**

mill Workers) signed a three-year agreement with **Anglo-Canadian Paper** at Forestville; besides wage increases amounting to 11 cents an hour for hourly-rated employees and 20 cents an hour for woodcutters, a bonus plan for cutting operations was introduced.

The union also reached a settlement on behalf of **E.B. Eddy** employees at Parent and Lower Dumoine. This agreement provides for hourly wage increases totalling 11 to 13 cents over two years and an incentive plan for woodcutters.

In the Gaspé Peninsula, the **Bush Workers'** section of the **Farmers' Union** signed a one-year contract with **Cascapedia Manufacturing and Trading Company**; included in the settlement were increases in piece rates for woodcutters.

Three major settlements covering more than 2,200 non-professional employees of hospitals were concluded during the quarter.

In April, negotiations between the **Employees' Union of Hospital Institutions and St. Boniface General Hospital** in Manitoba led to the signing of a two-year agreement providing for two annual wage increases of 3 per cent.

In June, the **Service Employees' Federation** negotiated a two-year contract with the **Association Patronale des Services Hospitaliers**, bargaining representative of six hospitals in Three Rivers, Cap de la Madeleine, Shawinigan and La Tuque, Que. Under the agreement, wage increases will amount to \$7 a week for male employees and \$6 a week for female staff. In addition, the work week was reduced from 44 to 40 hours on May 21, 1963 with full compensation retroactive to January 1, 1963.

In Alberta, **Calgary General Hospital** concluded a two-year agreement with the **Public Employees.** The settlement provides for wage increases of 3 per cent plus \$3.50 a month in 1963 and 2 per cent plus \$3.50 a month in 1964.

In the second quarter of 1963, eight major contracts covering nearly 9,000 employees were signed by municipal governments.

The **City of Vancouver** negotiated a one-year agreement with the **Civic Employees' Union** under which wages of outside employees are to rise by 2.67 per cent.

Also negotiated in Vancouver was a one-year settlement between the **B.C. Peace Officers' Federation** and the **Vancouver Board of Police Commissioners** that makes provision for a wage increase of 2.69 per cent for police officers.

The **Public Employees** signed a one-year contract with the **City of Edmonton** granting a wage increase of 9 cents an hour

to 1,700 outside workers. The union also negotiated two agreements of two years duration with the **City of Calgary**. One contract, applying to 1,200 outside workers, provides for a wage increase of 3 per cent plus 2 cents an hour in the first year of the agreement and an additional wage increase of 2 per cent plus 2 cents an hour in the second year. The other settlement embodies similar wage provisions and covers 700 inside personnel.

In eastern Canada, the **Fire Fighters** and the **City of Montreal** reached a settlement providing for wage increases of \$400 a year retroactive to December 1962 and \$225 a year effective December 1963.

In June, two settlements between the **Municipal and School Employees' Federation** and the **City of Quebec** were concluded after negotiation and arbitration proceedings for the renewal of agreements that had expired in April 1962. At that time the arbitration board established for the negotiations released a partial report prescribing wage terms only. Complete arbitration awards were released a year later, but disagreement between the city and the union led to further discussions that postponed settlement until June. The new agreements are for two years. Common provisions include compulsory check-off and four weeks vacation after 25 years of service. Wage increases amount to 19 cents an hour for outside workers and 12 per cent for inside personnel. Furthermore, the work week for outside workers is to be reduced from 45 to 40 hours in November 1963.

Negotiations in the telephone communications industry in Manitoba and Alberta resulted in four major settlements covering approximately 4,500 workers. The **Manitoba Telephone System** concluded a one-year agreement granting a salary increase of 3 per cent to clerical and maintenance personnel who are represented by the **Manitoba Telephone Association**. A two-year contract was signed with the **I.B.E.W.**, bargaining agent for the electrical craft employees; it provides for two annual wage increases of 3 per cent.

Also negotiated by the **I.B.E.W.** was a one and a half year agreement giving a wage increase of 2 per cent to employees in the traffic department. Another amend-

ment to the previous Manitoba Telephone contracts is a shorter qualifying period of service for four weeks annual vacation; an employee will now be entitled to four weeks vacation after 30 years of service instead of after 35 years, as before.

In Alberta, the **I.B.E.W.** concluded a one and a half year agreement on behalf of telephone operators of **Alberta Government Telephones**. Besides a wage increase of 6 cents an hour, the 37½-hour work week will be extended from Calgary, Edmonton, Lethbridge and Red Deer to all other permanent toll centres.

In a vote conducted on June 25, the **Steelworkers** in Sudbury and Port Colborne were given authority to call a strike against **International Nickel** after a conciliation board appointed in February was unable to effect a settlement. The Steelworkers had been conducting joint bargaining on behalf of the two locals since November 1962 after they replaced the **Mine, Mill and Smelter Workers** as bargaining agent.

Three areas were in dispute: the type of pension plan, wages and union security. The company proposed a new pension plan plus a security fund in place of its prevailing non-contributory pension scheme. The position adopted by the Steelworkers was that the change from the current retirement system to the proposed pension plan and security fund would mean lower pension benefits for a number of employees; the company maintained that although 19 per cent of the present labour force would be so affected, the over-all advantages of the new formula would have offset the reduction in pension to the 19 per cent.

The conciliation board chairman recommended that the pension and security fund plan be adopted, provided that present employees receive equitable treatment in relation to existing pension benefits.

The company also proposed changing the compulsory check-off contained in the previous contract with the **Mine, Mill and Smelter Workers** to a voluntary check-off; the chairman recommended that the compulsory check-off be maintained.

The other two members of the Board submitted their own proposals for settlement.

Collective Bargaining Scene

Agreements covering 500 or more employees,
excluding those in the construction industry

Part I—Agreements Expiring During July, August and September (except those under negotiation in June)

Company and Location	Union
Consolidated Paper, Nicabau, Que.	Bush Wkrs., Farmers' Union (Ind.)
Dominion Electrohome Industries, Kitchener, Ont.	Nat. Council of Cdn. Labour (Ind.)
Dominion Stores, Montreal & vicinity, Que.	Retail Clerks (AFL-CIO/CLC)
Donnacona Paper, Riviere Jacques-Cartier, Que.	Pulp & Paper Wkrs. Federation (CNTU)
DuPont of Canada, Maitland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Fraser Cos., Atholville, Edmundston & New- castle, N.B.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
House of Seagram, Que., Ont. & B.C.	Distillery Wkrs. (AFL-CIO/CLC)
Maritime Tel. & Tel., company-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
McIntyre Porcupine Mines, Schumacher, Ont.	Steelworkers (AFL-CIO/CLC)
Molson's Brewery, Montreal, Que.	Empl. Assn. (Ind.)
Winnipeg Metro., (Transit Dept.), Man.	Street Railway Empl. (AFL-CIO/CLC)

Part II—Negotiations in Progress During June Bargaining

Company and Location	Union
Aluminum Co., Kitimat & Kemano, B.C.	Steelworkers (AFL-CIO/CLC)
Belt Mfrs. Assn., Montreal, Que.	Ladies' Garment Wkrs., (AFL-CIO/CLC)
Bowater's Nfld. Pulp & Paper, Corner Brook, Nfld.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
CBC, company-wide	Radio & T.V. Empl. (ARTEC) (Ind.)
CNR, North Sydney, N.S.	I.L.A. (AFL-CIO/CLC)
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (maintenance empl.)
Consolidated Paper, Grand'Mere, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Shawinigan, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont.	Typographical Union (AFL-CIO/CLC) (com- posing room empl.)
Denison Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
E. B. Eddy, Hull, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Employing Printers' Assn., Montreal, Que.	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assn., Montreal, Que.	Printing Pressmen (AFL-CIO/CLC)
Domil Limited, Sherbrooke, Que.	Textile Federation (CNTU)
Dominion Oilcloth & Linoleum, Montreal, Que.	CNTU-chartered local
Dominion Steel & Coal, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal, Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal, Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Domtar Pulp & Paper (Kraft & Boxboard Div.), Windsor, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Domtar Pulp & Paper (Newsprint Div.), Red Rock, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Domtar Newsprint (Donnacona Paper), Donna- cona, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Dress Mfrs. Guild, Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Gaspesia woods contractors, Chandler, Ont.	Bush Wkrs., Farmers' Union (Ind.)
Hamilton City, Ont.	Public Empl. (CLC) (office empl.)
Hamilton City, Ont.	Public Service Empl. (CLC) (outside empl.)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
K.V.P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Miner Rubber, Granby, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Dress & Sportswear Mfrs. Guild, Montreal, Que.	Ladies' Garment Wkrs. (AFL-CIO/CLC)

Company and Location	Union
New Brunswick Power Commission, province-wide	I.B.E.W. (AFL-CIO/CLC)
Ontario Paper, Thorold, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Quebec Cartier Mining, Port Cartier & Lac Jeannine, Que.	Steelworkers (AFL-CIO/CLC)
Quebec North Shore Paper, Baie Comeau, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
R.C.A. Victor, Montreal, Que.	Salaried Empl. Assn. (Ind.)
E.S. & A. Robinson (Can.), Leaside, Ont.	Printing Pressmen (AFL-CIO/CLC)
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
TCA, company-wide	Air Line Flight Attendants (CLC)
TCA, company-wide	Air Line Pilots (Ind.)
TCA, company-wide	Sales Empl. (Ind.)
Union composing rooms, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)
Wabasso Cotton, Grand'Mere, Shawinigan & Three Rivers, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Winnipeg City, Man.	Public Service Empl. (CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)
Winnipeg Metro., Man.	Public Service Empl. (CLC)

Conciliation Officer

Ayers Limited, Lachute, Que.	United Textile Wkrs. (AFL-CIO/CLC)
CBC, company-wide	Broadcast Empl. (AFL-CIO/CLC)
Dominion Rubber (Rubber Div.), St. Jerome, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Steel & Coal (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Quebec Hydro-Electric Comm., Montreal, Que.	Office Empl. Assn. (Ind.)
Regent Knitting Mills, St. Jerome, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Shipping Federation of Canada, Halifax, N.S., Saint John, N.B., Montreal, Quebec & Three Rivers, Que.	I.L.A. (AFL-CIO/CLC)
Stanrock Uranium Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)

Conciliation Board

Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
B.A. Oil, Clarkson, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Cdn. British Aluminum, Baie Comeau, Que.	Metal Trades' Federation (CNTU)
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Eastern Canada Stevedoring & two others, Toronto, Ont.	I.L.A. (AFL-CIO/CLC)
Fairey Aviation, Eastern Passage, N.S.	Machinists (AFL-CIO/CLC)
Falconbridge Nickel, Falconbridge, Ont.	Mine, Mill & Smelter Wkrs. (Ind.)
Fisheries Assn. & Cold Storage Cos., B.C.	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Fisheries Assn., B.C.	United Fishermen (Ind.) (tendermen)
Goodyear Cotton, St. Hyacinthe, Que.	Textile Federation (CNTU)
Marathon Corp., Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Toronto General Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)

Post-Conciliation Bargaining

B.C. Shipping Federation, various ports, B.C.	Longshoremen & Warehousemen (CLC)
Hat & Cap Mfrs. Assn., Montreal, Que.	Hatters (AFL-CIO/CLC)
International Nickel, Port Colborne & Sudbury, Ont.	Steelworkers (AFL-CIO/CLC)

Arbitration

Hotel Empress (CPR), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Kimberly-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)

Work Stoppage

Company and Location	Union
David & Frere, Montreal, Que.	Empl. Assn. (Ind.)

Part III—Settlements Reached During June 1963

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

ALBERTA GOVERNMENT TELEPHONES, PROVINCE-WIDE—I.B.E.W. (AFL-CIO/CLC) (TRAFFIC EMPL.): 1½-yr. agreement covering 1,200 empl.—wage increase of 6¢ an hr. eff. May 1, 1963; work week of 37½ hrs. (formerly 40 hrs.) to be extended from Calgary, Edmonton, Lethbridge and Red Deer to all other permanent toll centres eff. Jan. 1, 1964; rate for operator \$1.20 an hr.

ASSN. DES MARCHANDS DETAILLANTS, QUEBEC & DISTRICT, QUE.—METAL TRADES' FEDERATION (CNTU) (GARAGE EMPL.): 3-yr. agreement covering 700 empl.—wage increases of 10¢ an hr. eff. July 1, 1963, 2¢ an hr. eff. July 1, 1964, 2¢ an hr. eff. Jan. 1, 1965, 2¢ an hr. eff. July 1, 1965 and 5¢ an hr. eff. Dec. 31, 1965; 3 wks. vacation after 15 yrs. (formerly after 17 yrs.); employer to pay \$2 a wk. per empl. toward life-accident hospitalization plan; modified Rand formula introduced; rate for class A motor-mechanic after Dec. 31, 1965 will be \$2.28 an hr.

ASSN. DES MARCHANDS DETAILLANTS (PRODUITS ALIMENTAIRES), QUEBEC, QUE.—COMMERCE EMPL. FEDERATION (CNTU): 2-yr. agreement covering 1,500 empl.—wage increase of \$5 a wk. eff. July 1, 1963.

ASSN. PATRONALE DES SERVICES HOSPITALIERS, THREE RIVERS, CAP DE LA MADELEINE, SHAWINIGAN & LA TUQUE, QUE.—SERVICE EMPL. FEDERATION (CNTU): 2-yr. agreement covering 1,000 empl.—wage increase of \$5 a wk. for male empl. and \$4 a wk. for female empl. retroactive to Jan. 1, 1963; general wage increase of \$2 a wk. eff. Jan. 1, 1964; work week reduced to 40 hrs. eff. May 21, 1963 (formerly 44 hrs.) with full compensation retroactive to Jan. 1, 1963; rate for labourer after Jan. 1, 1964 will be \$60 a wk.

B.C. HOTELS ASSN., NEW WESTMINSTER, BURNABY, FRASER VALLEY, B.C.—HOTEL EMPL. (AFL-CIO/CLC): 2-yr. agreement covering 700 empl.—wage increases of 5¢ an hr. retroactive to Jan. 1, 1963 and 4¢ an hr. eff. Jan. 1, 1964 for beverage room waiters and 5¢ an hr. retroactive to Jan. 1, 1963 and 5¢ an hr. eff. Jan. 1, 1964 for mixerologists and service wkrs.; rate for dishwasher after Jan. 1, 1964 will be \$1.20 an hr.

CALGARY CITY, ALTA.—PUBLIC EMPL. (CLC) (INSIDE EMPL.): 2-yr. agreement covering 700 empl.—wage increases of 3% plus \$3.50 a mo. retroactive to Jan. 1, 1963 and 2% plus \$3.50 a mo. eff. Jan. 1, 1964; additional classification adjustments.

CALGARY CITY, ALTA.—PUBLIC EMPL. (CLC) (OUTSIDE EMPL.): 2-yr. agreement covering 1,200 empl.—wage increases of 3% plus 2¢ an hr. retroactive to Jan. 1, 1963 and 2% plus 2¢ an hr. eff. Jan. 1, 1964; rate for labourer I after Jan. 1, 1964 will be \$1.91 an hr.

CALGARY GENERAL HOSPITAL, CALGARY, ALTA.—PUBLIC EMPL. (CLC): 2-yr. agreement covering 600 empl.—wage increases of 3% plus \$3.50 a mo. retroactive to Jan. 1, 1963 and 2% plus \$3.50 a mo. eff. Jan. 1, 1964; rate for orderly after Jan. 1, 1964 will be \$279 a mo.

CANADA CEMENT, N.B., QUE., ONT., MAN. & ALTA.—CEMENT WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 1,400 empl.—wage increases of 7¢ an hr. eff. July 1, 1963 and 7¢ an hr. eff. July 1, 1964; 3 wks. vacation after 12 yrs. of service eff. Jan. 1, 1964 (at present after 15 yrs.); evening and night shift premiums increased to 10¢ and 14¢ respectively (formerly 8¢ and 12¢); premium for Sunday work to be increased to 1 4/10 regular rate of pay eff. July 1, 1964 and 1 5/10 eff. June 30, 1965 (at present 1 3/10 regular rate of pay); employer contribution toward S.U.B. plan increased to 5¢ an hr. (formerly 4¢ an hr.); employer contribution toward group insurance fund increased to 8¢ an hr. (formerly 6¢ an hr.) and employee contribution increased to 4¢ an hr. (formerly 3¢ an hr.); rate for labourer after July 1, 1964 will be \$2.15 an hr.

CDN. SUGAR FACTORIES, PICTURE BUTTE, RAYMOND & TABER, ALTA.—CLC-CHARTERED LOCAL: 2-yr. agreement covering 1,000 empl.—wage increases of \$20 a mo. eff. July 1, 1963 and \$18 a mo. eff. July 1, 1964 for permanent monthly-paid empl.; wage increases of 11¢ an hr. eff. July 1, 1963 and 10¢ an hr. eff. July 1, 1964 for permanent hourly-rated empl.; wage increases of 6¢ an hr. eff. July 1, 1963 and 5¢ an hr. eff. July 1, 1964 for temporary empl.; 4 wks. vacation after 18 yrs. of service (formerly after 20 yrs.) and 3 wks. vacation after 7 yrs. of service (formerly after 8 yrs.); all empl. retiring on pension to receive \$1,000 paid-up group life insurance policy; rate for permanent yard and factory labourer after July 1, 1964 will be \$2.15 an hr. and rate for seasonal labourer after July 1, 1964 will be \$1.45 an hr.

CDN. WESTINGHOUSE, THREE RIVERS, QUE.—I.B.E.W. (AFL-CIO/CLC): 3-yr. agreement covering 500 empl.—wage increases of 5¢ an hr. retroactive to May 31, 1963, 4¢ an hr. eff. June 15, 1964 and 4¢ an hr. eff. June 15, 1965 for male empl.; wage increases of 3¢ to 5¢ an hr. retroactive to May 1, 1963, 3¢ to 6¢ an hr. eff. June 15, 1964 and 5¢ an hr. eff. June 1965 for female empl.; work week for male empl. to be reduced to 40 hrs. (at present 42½ hrs.) with maintenance of pay eff. June 15, 1964; 1 wk. and 2 days vacation after 2 yrs. of service (formerly 1 wk. after 1 yr. and 2 wks. after 3 yrs.) and 4 wks. after 25 yrs.; evening and night shift premiums increased to 8¢ and 10¢ an hr. respectively (formerly 7¢ and 9¢); minimum hiring rate for female empl. increased from \$1.10 an hr. to \$1.15 an hr.; company to implement job evaluation plan eff. Dec. 1, 1963 resulting in wage adjustment of 4¢ an hr. for male empl.

CASCAPEDIA MFG. & TRADING, GASPE PENINSULA, QUE.—BUSH WKRS., FARMERS' UNION (IND.): 1-yr. agreement covering 500 empl.—increases in piece rates: for cutting pulpwood and stump piling, including cutting of roads suitable for hauling by horse, \$6.15 a cord (formerly \$6.05); for cutting, skidding and piling pulpwood on road or streams, \$6.75 a cord (formerly \$6.65); for trail-cut wood, \$5.35 a cord (formerly \$5.25); rate for labourer to be \$10 a day (formerly \$9.90).

CLOTHING MFRS. ASSN., FARNHAM, QUEBEC & VICTORIAVILLE, QUE.—CLOTHING WKRS. FEDERATION (CNTU): 2-yr. agreement covering 1,200 empl.—wage increase of 3½% of minimum rate for all empl. eff. July 1, 1963; additional classification adjustments of 1%; 1 additional paid holiday; vacation pay to be 6% after 8 yrs. of service and 8% after 17 yrs. of service.

DAIRIES (VARIOUS), VANCOUVER & NEW WESTMINSTER, B.C.—TEAMSTERS (IND.): 2-yr. agreement covering 800 empl.—wage increases of 10¢ an hr. retroactive to April 1, 1963 and 5¢ an hr. eff. April 1, 1964; improvements in sick leave provisions; rate for dairy worker after April 1, 1964 will be \$2.26 an hr.

DOMINION GLASS, WALLACEBURG, ONT.—GLASS & CERAMIC WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 800 empl.—wage increases of 9¢ an hr. eff. July 5, 1963, 5¢ an hr. eff. July 5, 1964 and 5¢ an hr. eff. July 5, 1965; additional classification adjustments: 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.); jury duty allowance introduced; rate for labourer after July 5, 1965 will be \$1.81 an hr.

DOMINION RUBBER (FOOTWEAR & WAREHOUSE DIVS.), GUELPH & KITCHENER, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 650 empl.—hourly wage increases of 3¢ for male empl. and 1½¢ for female empl. eff. June 1, 1963, and 3½¢ for male empl. and 1½¢ for female empl. eff. June 1, 1964; 4 wks. vacation after 22 yrs. of service (formerly after 25 yrs.).

DUNLOP CANADA, TORONTO, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 550 empl.—wage increases of 4¢ an hr. eff. May 1, 1963 and 6¢ an hr. eff. May 1, 1964; rate for mixed stock storekeeper after May 1, 1964 will be \$2.11 an hr.

EASTERN CANADA NEWSPRINT GROUP, QUE. & N.S.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 2-yr. agreement covering 5,000 empl.—no general wage changes; wage increase of 3¢ an hr. for skilled trades (not applicable to shift electricians at Anglo-Cdn. Pulp & Paper); evening and night shift premiums to be increased to 8¢ and 11¢ respectively eff. May 1, 1964 (at present 7¢ and 10¢); 4 wks. vacation after 20 yrs. of service eff. Jan. 1, 1964 (at present after 23 yrs.); boss machine tender's differential increased from 18¢ an hr. to 25¢ an hr. above highest machine tender's rate, in mill concerned, for each machine supervised; pension for retiring empl. to be 2% of earnings from effective date of founding of respective plan to Dec. 31, 1962; 13% of earnings from Jan. 1, 1963 to June 30, 1964; and 2% of earnings from July 1, 1964; past service benefit provided at origin of plan to be maintained; retirement plan amendments shall not be negotiable before May 1, 1967 and will be renewed annually thereafter unless subject to collective bargaining; each company except Domtar Newsprint to contribute \$2.25 a mo. additional per employee eff. May 1, 1964 which, by local negotiation, may be applied to either group insurance and/or other existing benefits, or to a direct reduction of employees' monthly contributions; Domtar Newsprint to increase contributions toward group insurance in the following steps: married employees, \$2.25 a mo. and single employees \$1.75 a mo. eff. May 1, 1963; married employees, \$2.25 a mo. and single employees \$1 a mo. eff. May 1, 1964.

E. B. EDDY, PARENT, & LOWER DU MOINE, QUE.—CARPENTERS (LUMBER & SAWMILL WKRS.) (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—wage increases of 6¢ to 8¢ an hr. eff. July 1, 1963 and 5¢ an hr. eff. July 1, 1964 for day wkrs.; piece rate bonuses of 5¢ a cord for first 100 cords, 10¢ a cord for first 150 cords, 15¢ a cord for first 200 cords eff. July 1, 1963; piece rate bonuses of 10¢ a cord for first 100 cords, 15¢ a cord for first 150 cords and 20¢ a cord for first 200 cords eff. July 1, 1964; Christmas Day to be paid holiday; vacation pay to be 3% of gross earnings after 90 days of work (formerly 2½%); compulsory union membership for new employees within 13 days of employment (formerly after 30 days employment in the contract year).

EDMONTON CITY, ALTA.—PUBLIC EEMPL. (CLC) (OUTSIDE EEMPL.): 1-yr. agreement covering 1,710 empl.—wage increase of 9¢ an hr. retroactive to Dec. 23, 1962; rate for labourer \$1.88 an hr.

B. F. GOODRICH, KITCHENER, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 700 empl.—wage increases of 4¢ an hr. eff. June 1, 1963 and 4¢ an hr. eff. June 1, 1964; additional classification adjustments; rate for braided hose roller and wrapper after June 1, 1964 will be \$1.81 an hr.

H. J. HEINZ, LEAMINGTON, ONT.—PACKINGHOUSE WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 800 empl.—wage increases of 6¢ an hr. retroactive to Feb. 1, 1963 and 6¢ an hr. eff. Feb. 1, 1964; 3 wks. vacation after 10 yrs. of service eff. Jan. 1, 1964 (at present after 12 yrs.); night shift premium to be increased to 9¢ (formerly 8¢); weekly indemnity payable up to 26 wks. (formerly 3 wks.); rate for general production worker "C" after Feb. 1, 1964 will be \$1.94 an hr.

KIMBERLY-CLARK PAPER, TERRACE BAY, ONT.—PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC): 1-yr. agreement covering 500 empl.—no general wage changes; wage increase of 3¢ an hr. for skilled trades eff. May 1, 1963; 4 wks. vacation after 20 yrs. of service (formerly after 23 yrs.); evening and night shift premiums increased to 8¢ and 11¢ respectively eff. May 1, 1963 (formerly 7¢ and 10¢); sick leave to start after 7 days of illness (formerly after 14 days); monthly company contributions toward P.S.I. plan to be \$6 for married employees (formerly \$1.25) and \$2.25 (formerly \$1.25) for single employees; rate for labourer \$2 an hr.

LEVER BROS., TORONTO, ONT.—CHEMICAL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 550 empl.—wage increases of from 5¢ an hr. on base labour rate to 7½¢ an hr. for skilled trades retroactive to March 17, 1963; further increase of 5¢ an hr. to be implemented on completion of job evaluation program but eff. Sept. 15, 1963 for jobs classified at similar or higher rates; rate for labourer after Sept. 15, 1963 will be \$2.075 an hr.

MACDONALD TOBACCO, MONTREAL, QUE.—TOBACCO WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 1,400 empl.—wage increases of 9¢ an hr. eff. May 1, 1963 and 4¢ an hr. eff. May 1, 1964; work week to be reduced to 37½ hrs. eff. Aug. 12, 1963 (at present 40 hrs.) with maintenance of pay; 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.).

MACMILLAN, BLOEDEL & POWELL RIVER & OTHERS, B.C. COAST—PAPER MAKERS (AFL-CIO/CLC): 1-yr. agreement covering 700 empl.—wage increase of 4%; weekly accident and sickness indemnity increased to \$50 (formerly \$40) payable up to 39 wks. (formerly 26 wks.); rate for washroom and basement cleaner will be \$2.18 an hr.

MACMILLAN, BLOEDEL & POWELL RIVER & OTHERS, B.C. COAST—PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 4,400 empl.—wage increase of 4%; weekly accident and sickness indemnity increased to \$50 (formerly \$40) payable up to 39 wks. (formerly 26 wks.); rate for labourer will be \$2.18 an hr.

MANITOBA TELEPHONE—MAN. TELEPHONE ASSN. (IND.) (CLERICAL & MAINTENANCE EMPL.): 1-yr. agreement covering 1,400 empl.—salary increase of 3%; 4 wks. vacation after 30 yrs. of service (formerly after 35 yrs.); rate for clerk I \$176 a mo.

MANITOBA TELEPHONE—I.B.E.W. (AFL-CIO/CLC) (ELECTRICAL CRAFT EMPL.): 2-yr. agreement covering 1,000 empl.—wage increases of 3% retroactive to April 1, 1963 and 3% cumulative increase eff. April 1, 1964; 4 wks. vacation after 30 yrs. of service (formerly after 35 yrs.); rate for journeyman after April 1, 1964 will be \$2.38 an hr.

MANITOBA TELEPHONE—I.B.E.W. (AFL-CIO/CLC) (TRAFFIC EMPL.): 1-yr. agreement covering 980 empl.—wage increase of 2%.

MARATHON CORP., MARATHON, ONT.—PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—no general wage changes; wage increase of 3¢ an hr. for skilled trades eff. May 1, 1963; evening and night shift premiums increased to 8¢ and 11¢ an hr. respectively (formerly 7¢ and 10¢); employer to pay medical insurance premiums—\$1.50 for single employees and \$4.50 for married employees eff. July 1, 1963; weekly indemnity payable up to 13 wks. at \$45.50 a wk. eff. July 1, 1963; rate for labourer \$2 an hr.

ONTARIO-MINNESOTA PAPER, FORT FRANCES & KENORA, ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 1-yr. agreement covering 1,190 empl.—no general wage changes; wage adjustment of 3¢ an hr. for some skilled classifications eff. May 1, 1963; 4 wks. vacation after 20 yrs. of service (formerly after 21 yrs.); evening and night shift premiums increased to 8¢ and 11¢ respectively eff. May 1, 1963 (formerly 7¢ and 10¢); employee relieving salaried supervisors at company request (heretofore receiving 18¢ an hr. above regular pay) to receive 20¢ an hr. eff. May 1, 1963; arbitration board in respect to a grievance involving discharge shall be entitled to modify such a penalty as in its opinion is just and equitable; employer to pay full cost of ward coverage for medical, surgical and hospitalization insurance; company-paid basic life insurance \$4,000 for rates commencing at \$1.92 an hr. and \$5,000 for rates of \$2.31 and over, to be adjusted Nov. 1 each yr.; contributory supplementary life insurance ranging from \$2,000 to \$5,000, depending on hourly wage rates, available to empl. with empl. contributing 30¢ to \$1.50 a mo.; employer to provide fully-paid group life insurance of \$1,000 for employees retiring after May 1, 1963; rate for labourer \$2.03 an hr.

PROVINCIAL PAPER, THOROLD, ONT.—PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 600 empl.—no wage changes; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); evening and night shift premiums increased to 7¢ and 12¢ respectively eff. May 1, 1963 (formerly 6¢ and 11¢); employer contribution toward hospital and medical-surgical insurance and weekly indemnity plan increased by \$8.10 a mo. for married employees with family coverage, \$8 a mo. for married employees and \$4 a mo. for single employees; employer to maintain \$2,000 group life insurance for all male employees retiring at age 65 after April 30, 1963 at no cost to retired employee; insurance benefits for female employees to remain unchanged; provision for jury duty pay introduced; rate for labourer \$1.93 an hr.

QUEBEC CITY, QUE.—MUNICIPAL & SCHOOL EMPL. FEDERATION (IND.) (INSIDE EMPL.): 2-yr. agreement covering 500 empl.—wage increases of 10% retroactive to May 1, 1962 and 2% eff. May 1, 1963; winter hrs. to be 31 hrs., 40 mins. a wk. and summer hrs. to be 29 hrs. 10 mins. a wk.; 4 wks. vacation after 25 yrs. of service; provision for compulsory check-off; minimum rate for junior clerk after May 1, 1963 will be \$2,895 per annum.

QUEBEC CITY, QUE.—MUNICIPAL & SCHOOL EMPL. FEDERATION (IND.) (OUTSIDE EMPL.): 2-yr. agreement covering 750 empl.—wage increases of 17¢ an hr. retroactive to May 1, 1962 and 2¢ an hr. eff. May 1, 1963; work week to be reduced from 45 hrs. to 40 hrs. a wk. eff. Nov. 1, 1963; 4 wks. vacation after 25 yrs. of service (no previous provision); provision for compulsory check-off; rate for labourer after May 1, 1963 will be \$1.60 an hr.

ROLLAND PAPER, MONT ROLLAND & ST. JEROME, QUE.—PAPER MAKERS (AFL-CIO/CLC) & PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 650 empl.—general wage increase of 3¢ an hr. eff. May 1, 1963; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); evening and night shift premiums increased to 7¢ and 12¢ respectively (formerly 6¢ and 11¢); provision for jury duty pay introduced; improvements in welfare plan; rate for labourer \$1.92 an hr.

SASKATCHEWAN GOVERNMENT—SASK. GOVT. EMPL. ASSN. (IND.) (LABOUR SERVICE EMPL.): 2-yr. agreement covering 1,500 empl.—wage increases of 2% eff. April 1, 1963 and 2½% eff. April 1, 1964; rate for outside labourer after April 1, 1964 will be \$1.56 an hr.

SHELL OIL, MONTREAL EAST, QUE.—EMPL. COUNCIL (IND.): 2-yr. agreement covering 600 empl.—wage increase of 7¢ an hr. eff. Feb. 1, 1963 and 8¢ an hr. eff. June 1, 1964; rate for labourer after June 1, 1964 will be \$1.93 an hr.

TELEGRAM PUBLISHING, TORONTO, ONT.—NEWSPAPER GUILD (AFL-CIO/CLC): 1½-yr. agreement covering 600 empl.—wage increase of 5.11% on minimum rates retroactive to March 1, 1963 and general wage increase of \$2 a wk. eff. Jan. 1, 1964; work week to be reduced to 35 hrs. eff. Jan. 1, 1964 (at present 37½ hrs.); 4 wks. vacation after 18 yrs. of service; rate for messenger after Jan. 1, 1964 will be \$50.11 a wk.

TORONTO STAR, TORONTO, ONT.—NEWSPAPER GUILD (AFL-CIO/CLC): 2½-yr. agreement covering 1,000 empl.—general wage increase of 4% retroactive to Oct. 1, 1962; wage increase of \$2 a wk. eff. Oct. 1, 1963 for some classifications; additional classification adjustments; work week to be reduced to 35 hrs. eff. Jan. 1, 1964 (at present 37½ hrs.) with maintenance of pay; 4 wks. vacation after 18 yrs. of service (formerly after 23 yrs.); pension and health plan improvements with normal retirement age to be reduced to 65 (formerly 70); new retraining provisions for employees with 3 or more yrs. of service who are displaced by technological change; severance pay formula for layoffs to be lump sum of \$500, plus 1 wk. pay for each 5 mo. of service up to a maximum of 38 wks. pay; rate for office boy after Oct. 1, 1963 will be \$61.80 a wk.

92nd Annual General Meeting of the Canadian Manufacturers' Association

"Manufacturing—Canada's Future" is theme of meeting, which consisted of seven conferences. Industrial Relations Conference had two sessions with themes, "A Progressive Approach to Labour Relations" and "Social Developments in Industry"

The 92nd annual general meeting of The Canadian Manufacturers' Association, held in Toronto on June 2, 3 and 4, had the theme, "Manufacturing—Canada's Future."

The meeting, attended by some 1,450 delegates, included an industrial relations conference, a plenary conference on economic growth, and a world trade conference. There was also a plenary conference on management. Additional conferences dealt with public relations, taxation, and transportation. (The industrial relations conference and the plenary conference on economic growth are the only ones reported in detail here.)

Elected President of the CMA for the next term was H. Roy Crabtree, Chairman and President, The Wabasso Cotton Company Limited, Montreal.

President's Address

"More people than ever before in this country of ours are aware that we are now, above all else, a manufacturing nation and that our national policies must increasingly reflect this fact if we are to prosper," said Carl A. Pollock, retiring CMA President and President, Dominion Electrohome Industries Limited. The emphasis on the importance of manufacturing was reflected in the theme of the Association's current annual meeting, he added.

"If, as many believe, our industrial future lies in a greater degree of specialization than heretofore, we obviously must attach the greatest importance to developing a better educated and more highly trained work force with flexible skills and adaptable minds," he pointed out.

He reviewed recent government efforts to improve the climate for manufacturing growth and to expand Canadian export trade, such as the industrial expansion conference and the "Operation World Markets" publicity and sales drive launched by the Department of Trade and Commerce. National and international developments affecting manufacturing such as the imposition and subsequent removal of import surcharges, the appointment of a Royal Commission on Taxation, and General De Gaulle's "veto" of Britain's application for European Common Market membership had also made 1962-63 a notable year.

The surcharges, a temporary expedient to reinforce the international standing of the Canadian dollar, had pointed up Canada's need to reduce our chronically excessive consumption of manufactured imports, he said.

The balance of payments problem was still with us, Mr. Pollock remarked. The "massive" negative balance in our international accounts, as in past years, was accounted for mostly by a trading deficit with the United States. It was therefore most important to improve our trade situation in relation to the United States.

The deficit situation with the U.S. in effect was forcing Canada to strive to sell more in that country while buying less there. Although Canadian manufacturers themselves were responsible for much of the buying done in the U.S., some of the machinery, components and materials were indispensable; but they should investigate Canadian sources of supply, the CMA President suggested. In addition, developing such Canadian sources was now justified much more than had been the case a few years before.

Canadian firms, wherever possible, should sell at least as much in the United States as they buy there. An increasing number of firms was accomplishing this, he said, and Association members should also continue to convey the "Make, Buy and Sell Canadian" message to the Canadian consumer.

Exports of finished goods especially should be increased, urged Mr. Pollock, and he hoped that forthcoming tariff negotiations and changes under the new U.S. Trade Expansion Act would assist the Canadian manufacturer to do this, although nothing definite could be predicted as a result of that Act, he believed.

Reverting to the national scene, Mr. Pollock described the establishment of an Economic Council of Canada and a Canada Development Corporation, as announced in the Throne Speech, as "obviously of great significance to manufacturing industry." He said he was a strong believer, however, in manufacturers' taking the lead themselves in doing more planning, otherwise they would be "planned" by others.

He attributed the failure of the economy to grow as fast as the labour force in recent years to the slowdown in private investment since the mid-fifties, "a slowdown attributable in no small measure to the relentless pressure on industrial profits." Pointing out that there had been a modest improvement in the profit picture in 1962, he suggested that there had also been some improvement in employment.

Healthy profits mean high investment which means more employment which means an expanding economy. This is the regenerative circle and a free market economy like ours will always be in trouble whenever the circle is broken.

Money spent on plant modernization since the second World War had made Canada's manufacturing industry much more competitive than it would otherwise have become, and it provided many jobs that would otherwise not exist today, Mr. Pollock declared.

The CMA President pointed out that estimated investment in manufacturing plant and equipment this year showed an encouraging increase over 1962, but it was still much less than in the record year 1957, and it had not kept pace with the 15-percent increase in population since then. To maintain the improvement in employment and in productive efficiency, this spending should be increased considerably, and it could take place only in an economic climate "that promotes the opportunity of a worthwhile return on such investment."

Industry's obligations today, however, went far beyond "the updating of mere physical plant and equipment"—now they also included "the upgrading of human skills to meet the challenge of rapid technological change." The whole area of retraining, he said, was receiving increasing government attention, and it would require a high degree of co-operation between management, labour and government in the years immediately ahead.

If Canada's industrial future depended on a greater degree of specialization than before, as many believed, then "we obviously must attach the greatest importance to developing a better educated and more highly trained work force with flexible skills and adaptable minds."

Noting with satisfaction that his tenure as President had not been marred by any industrial dispute of major proportions, and that there was a continuing improvement in labour-management relations, he drew attention to the fact that there were thousands of collective agreements in force, honourably kept by both sides, but that this

did not receive the prominence in headlines or in speeches that was accorded to industrial disputes.

General Manager's Report

The Canadian manufacturing industry had expansion and diversification as its twin objectives, said J. C. Whitelaw, Executive Vice-President and General Manager of the CMA, in his annual report. Closely related to these was the drive for increasing exports, and the proposed world-wide tariff reductions.

If the tariff reductions granted by other countries mainly concerned foodstuffs and industrial materials requiring little processing, and if increased exports of such items were followed or were counterbalanced by increased imports into Canada of manufactured goods, then the result would be increased unemployment, he said.

Reviewing the first complete twelve months of the devaluated and stabilized "new" dollar, he noted that the results on balance had been gratifying, in that import replacement had been assisted and that many of Canada's exports had benefited. Higher costs, however, had resulted from necessary imported parts or materials and machinery not available in Canada. The effects of devaluation could not yet be finally assessed, he noted.

The strength shown by exports of highly manufactured goods had been most encouraging, said Mr. Whitelaw. Last year, they had been more than half again as large as in 1960. He said great credit was due to the Canadian manufacturers whose initiative and drive had made this possible. He hoped that a suitable economic climate would enable them to "deliver the goods" at home and abroad, at competitive prices, in the future.

Speaking of the CMA's "Make, Buy and Sell Canadian" campaign, now in operation for more than five years, the General Manager said it was not an unwarranted conclusion to attribute to this program much of the improvement in the climate for industry that was evident in Canada today.

He pointed out that the program now had "powerful, influential" allies such as the federal and some provincial Governments.

Stressing the importance of research and development work in the future competitive ability and growth prospects of Canadian manufacturers, he pointed out that such activity was less in Canada than in other industrial nations, and that the Association had concerned itself with the means for improving this situation.

The federal Government, accepting the principle of a CMA recommendation, had passed legislation in 1962 that provided an income tax incentive based on increased research-development expenditure. He acknowledged that this and additional federal Government schemes should serve to good effect in their respective fields, but the Association had re-emphasized the need for other government action, including: the provision for more industry representatives on the National Research Council, a national stock-taking of research activity,

and further contracting-out to industry of research and development work.

On unemployment insurance, he reported that the Association concurred in practically all the recommendations of the Report of the Committee of Inquiry (Gill Committee), provided that the recommendations were accepted and implemented on an over-all basis and not piecemeal.

The General Manager reported that the Association had gained 398 new members during the past fiscal year, and that membership now stood at 6,214.

Industrial Relations Conference

The Minister of Labour

"We face the need for training workers for new jobs. Our labour force must be equipped to cope with new and complex job techniques. They must be well enough equipped to allow them to move to new jobs during their working career, because in the future no worker will be sure of an uninterrupted career in a single job," said Hon. Allan J. MacEachen, Minister of Labour, in the opening address of the industrial relations conference.

He had just told the conference that the rapidly increasing pace of technological change called for extensive research and planning on the part of management, not only for the development of new products and new markets, "but also to answer the questions involved in the use, allocation and remuneration of present and future manpower."

In manpower planning, which is becoming a vital function of management, "particular attention will have to be given to the development of employment opportunities for workers who would otherwise face displacement caused by changes in production techniques." And manpower planning must be done in the full awareness that many established occupations are going to decline, existing job content is going to be modified, and entirely new occupations are going to be developed, Mr. MacEachen said. This was where we faced the need for training.

Many mature men and women already in the work force need retraining to handle changing jobs, others need training that will allow them to advance to entirely new occupations, and there are men and women whose basic education must be upgraded before they can be trained for these new jobs, the Minister added.

Referring to the recent expansion of facilities for technical and vocational training under federal-provincial agreements

providing assistance from the federal Government, he stressed that the new courses must be closely tied to the ever-changing needs of our economy, and that the schools would need the active co-operation of management and the unions in developing new training programs. The help of these groups was also needed in carrying out training in a "realistic employment setting."

In manpower planning as in training, "labour-management consultation, with government assistance where it might be helpful, can play a useful and a vital part," Mr. MacEachen said. He believed that the most helpful kind of consultation was one that was carried on continuously, instead of being reserved for the periodic bargaining sessions involved in contract negotiations.

He mentioned a few examples of collective agreements negotiated recently that provided for employment income security, or contained plans to increase the mobility and adaptability of the work force, "which are consistent with the manpower adjustment program the Government will be introducing." The examples were the 1962 agreement between the Canadian railways and their non-operating employees to establish an industry-wide fund to cope with the effects of manpower adjustments that result from technological change (L.G., Oct. 1962, p. 1181); the agreement last year by more than 50 trucking companies in Ontario to meet with the union to find ways of re-allocating employees before subcontracting loads by piggyback or broker operations; and the master agreement signed by a major international manufacturer in 1962, covering employees in both the United States and Canada, which gave employees preferential hiring rights at other company plants, relocation allowances, and early pensions in the event of plant shutdowns.

Another agreement recently negotiated in Ontario, the Minister said, provided for payment by the company of straight-time wages for employees who attended training classes, up to a total of 216 hours over a two-year period.

Mr. MacEachen began by remarking that management and labour in the last few years have been changing their attitudes toward one another. "The urgent problems presented by technological change provide the greatest motivation for today's self-appraisal by labour and management of their relations with each other," he said.

He pointed out that joint consultation in industry at the plant level was not a new idea in Canada, as labour-management committees of this kind had been promoted by the federal Department of Labour for many years.

That more joint consultation is today taking place at the higher levels of labour and management, in a spirit of sincerity and co-operation, was a most encouraging and promising development.

It seems evident that top management and top labour leaders are well aware of the need for this partnership approach to planning for the many readjustments that will face Canadian industry in the next few years. I would like to see the knowledge they have gained and the attitudes they are developing carried on down to the plant level and within the plant to the supervisor and the shop steward.

At the conclusion of his address he returned to this theme. "Labour and management are approaching a new maturity in their relations with each other. There is a trend toward a more continuous relationship, toward joint discussion of problems as they arise. Many subjects can be discussed more effectively in this way than they can in the tense atmosphere of a periodic bargaining session.

"This trend toward continuous consultation and co-operation will become more common and widespread. It holds the key to many of our industrial problems," the Minister said.

Dr. Murray G. Ross

"Fringe benefits are here; they are here to stay," said Dr. Murray G. Ross, President, York University, Toronto, speaking on "Fringe Benefits—The Pattern of Developments."

"Since 1945", he said, "the total amount contributed by Canadian companies to pension and welfare plans, workmen's compensation and unemployment insurance funds has increased from \$156 million a year to almost \$600 million a year. Between 1953 and 1961, the cost of fringe benefits, as a percentage of payroll, has

risen from 15 per cent to well over 25 per cent, or well over \$1,200 per employee."

And the end was not yet in sight, he pointed out. One company, he understood, had recently undertaken to provide lifetime jobs for almost 400 employees, subject to certain conditions. "The guaranteed annual wage and the guaranteed lifetime job are probably not far from receiving widespread acceptance," he predicted.

He believed it possible to commend this trend and yet raise "serious questions about its consequences for the vitality and growth of our society. There can be no doubt that, for the majority of workers in the future, work will become less strenuous, more routine, and less time-consuming."

He quoted the British scientist, Arthur C. Clarke, who had said recently that the "Second Industrial Revolution" involved the mechanization not of energy but of thought, and that there were now no routine non-creative activities of the human mind that could not be carried out by suitably designed machines. He had asked: How would our descendants be educated for leisure, when the working week would have become only a few hours?

Man could not fulfil himself, said Dr. Ross, by routine work a few hours a week on a job from which he received "every possible assurance of physical security and comfort" as long as he lived. All men had untapped potentialities that must be developed if the individual and the society are to be vigorous and well, and these potentialities did not simply emerge—they required the individual to strive and struggle to develop them. He maintained further that "the changed nature of the work and the elaborate provisions for security rob the individual of the need to strive or to struggle in many areas of life—even for survival.

"The result may be not simply a fat, flabby society, but millions of frustrated, aimless, and unhappy individuals," Dr. Ross said.

The answer was not to be found in retreat from the advances made in social security, but in providing other challenges. How can we provide encouragement for individuals so that they will want to strive for worthwhile goals in a world that is affluent and almost fully automated? He suggested a few answers to his question.

1. Many of us should become more personally and directly involved in the development of our own country. In our form of democracy, there should be agreement on certain essential developments that have the

support of large numbers of citizens who want the nation to achieve these national goals.

2. Workers need to be more intimately related to the goals of the industries in which they work. The worker should be a part of the enterprise, he should be involved in the struggle for its development, he should be an active partner in striving for the industry's success. There may be much value in involving workers in some form of economic partnership. The fact that numerous large firms have introduced profit-sharing schemes suggests that the idea has merit. "Anything that can make the worker a partner in the very real struggle of the industry for survival and success would encourage his personal development and perhaps the development of the industry as well."

3. Many men may find themselves in the act of striving to secure an education, or proceeding with "continuing education." As the nature of work changes, education becomes increasingly important, both as a means of self-improvement for individual workers, and as a means of social development.

Dr. Ross concluded with the statement that fringe benefits were unquestionably a great blessing—but not an unmixed blessing, because, "when combined with the routine nature of modern work, they remove one of the great needs of life—the need to struggle to achieve desired goals. All of us must combine our efforts to provide new and compelling goals for our society."

E. Glyde Gregory

Speaking on "The Impact of Medicare," E. Glyde Gregory, President, Ayerst, McKenna & Harrison Limited, Montreal, pointed out the advantages of privately insured medical care plans, as he saw them, compared with compulsory government plans. "The public interest cannot be served by a monopolistic system, one system alone, be it private or public," he asserted.

The word "medicare" had several meanings, he pointed out. To the drug industry, it meant ultimate, complete government control over all medical services and complete subsidization of such services through increased taxation. To the members of the audience, medicare probably meant a system of voluntary health insurance. To the medical profession, the term implied the threat of government control over the individual practitioner. "To our moderate political parties, it forecasts a combination of voluntary or contributory medical insurance with increased indigent care," he added.

The importance to the health and economic security of Canadians of the voluntary health insurance system that has grown rapidly since the early Forties is beyond debate, Mr. Gregory asserted. "It has considerable advantages over any compulsory government plan.

"Voluntary health insurance, for example, which now covers about 10,000,000 Canadians, has demonstrated beyond debate its value and capacity to finance health care in this country. Basic medical care insurance can be made available to all Canadians, regardless of health, age, occupation or place of residence through a further extension of private enterprise health insurance coverage."

Mr. Gregory stated that if the Royal Commission on Health Services recommends a comprehensive medical and surgical care plan, providing all necessary medical, surgical, specialist and obstetrical services as well as diagnostic X-ray and psychiatric treatment, its cost would be upward of \$385 million a year. This amount would raise total spending in the health field by all governments by 33 per cent to a grand total of \$1,600 million a year, and if the existing hospital insurance schemes at \$540 million annually were added, the sum would represent one-seventh of the entire federal budget.

In Canada, health and welfare expenses and social security paid by the federal and provincial Governments are over \$3 billion a year. The total revenues from personal income tax, federal and provincial, are considerably less than this, approximately \$2 billion. So that, in spite of one of the highest income tax structures in the world, we already have to find \$900 million a year from taxes unrelated to ability to pay to provide our present level of health and welfare payments.

According to one authority, Canada was spending twice as much of the national income on health and welfare as the United States.

There are certain aspects of medical services in which tax-supported programs are necessary, he concluded, but a tax-supported comprehensive program, compulsory for all, is neither necessary nor desirable.

G. E. Gathercole

To most employers, a pension plan is an instrument of personnel policy, said G. E. Gathercole, First Vice-Chairman, The Hydro-Electric Power Commission of Ontario, and Co-Chairman, Province of Ontario Committee on Portable Pensions, speaking on the topic "Can Portable Pensions Broaden Our Horizons?"

It serves many purposes: as a device for recruiting and retaining staff; as a means of rewarding loyal employees, of applying a uniform retirement age, and of retiring employees with an income after long service, so that they do not become charges or a possible embarrassment.

But this concept is changing. More and more employers are adopting vesting privileges, affording the employee a legal right to a pension accumulation resulting from the employer's contributions. Nevertheless, if a survey were undertaken today, Mr. Gathercole estimated, it would show that two thirds of the employees covered by pension plans would have to forfeit the employer's contribution and interest on it if they left such employment before completing 15 years of service.

"Pensions that are not vested or that require long periods of service before they become vested inhibit the mobility of labour, reduce productivity and breed a host of injustices," he said. Among the defects of this policy were: a worker often continues in an occupation simply to avoid losing valuable pension rights, may refuse a higher responsibility with another organization rather than forfeit his pension rights, or may continue in an occupation that has lost its challenge and attraction to him, and his output suffers, as does his contribution to society. This policy, however, can be a valuable tool in holding skilled and experienced staff, and in reducing frivolous changes in jobs.

The lack of vesting cuts two ways, said Mr. Gathercole: first, workers may be kept on after their usefulness has vanished, in order to preserve their pension rights; a transfer to a more suitable job may be prevented. Second, the lack of portability in pensions has all too often resulted in the dismissal before retirement, with the loss of their pension benefits, of workers who would otherwise qualify for a pension.

"In our society with its rapid structural adjustments, many arising from the introduction of automated machinery, the lack of portability is frequently a source of grievous injustice," he said.

Some branches of industry are of such a nature that employees do not serve long enough with any employer to accumulate a wage-related pension benefit. Such workers cannot accumulate pension benefits during their lifetime, although their contribution to our economic growth and development may exceed that of workers in more stable lines of activity. "In so far as possible such workers should be placed in a position to accrue pension credits for the services they have rendered through their working years."

The employability of the older worker will be enhanced. Although the lack of an accrued pension is not the only obstacle that faces the older worker in finding new employment, "there is enough evidence to suggest that it is a factor, and that something should be done about it."

"The evidence is conclusive that the lack of pension credits accumulated from previous employers can be an important barrier to the older worker's obtaining a job with a company that has a pension plan," Mr. Gathercole said. No doubt the existence of a pension plan is cited as the reason for the rejection of an older worker's application more often than is actually the case, but the barrier is there and it is very real.

"That we should lose the productivity of these men and women, that we should discard them when they still have years of service to render, is such an offence against justice and the good management of our economy that we should not tolerate it for longer than is absolutely necessary."

The truth is that many firms with pension plans are reluctant to engage an older worker because they fear that without an accrued pension they would either feel obliged to continue his employment beyond what would be reasonable, or expose themselves to the embarrassment of retiring him without an adequate pension. The employer therefore prefers to avoid the problem by simply barring him from employment.

Portability in pensions will enable workers "to respond more co-operatively and more effectively to the demands that are made on them. It means that workers who now forfeit pension benefits will accumulate them instead. It means that more workers will have wage-related pensions at retirement.

"It will increase pension costs, but this is a price the economy can afford and must be prepared to pay."

The Ontario Portable Pension Plan was "designed to dovetail with the existing structures of pensions," Mr. Gathercole said. "In no way does it inhibit or circumscribe the extension of pension arrangements under private auspices."

The basic objects of the Ontario plan, he said, are:

1. To consolidate, extend and improve pensions and the portability of their benefits;
2. To enhance the security of the funds upon which such benefits depend;
3. To remove one of the impediments to the employment of the older worker. (For details of the Ontario pension plan, see "The Portable Pension Experiment," in the *LABOUR GAZETTE* for May, page 368).

At present, firms employing half of Ontario's work force have pension plans, but fewer than a quarter of these workers, it is estimated, will retire with a pension benefit other than the Government's basic pension. "The Ontario plan, by increasing vesting, will broaden this pension coverage. It will cause, by legislation and example, many additional employers to adopt pension plans and in this way widen the area of coverage," he said.

He also pointed out that the Ontario plan required no taxation and no subsidization by government. But it was not a cure-all, would not solve all the problems of the older worker, and would not produce immediate benefits. The burden imposed upon industry was quite manageable: for a company without a pension plan, the adoption of the standard benefits would cost about 2 per cent of payroll.

In conclusion Mr. Gathercole pointed out that while proceeding with improvements in our pension arrangements, we must have regard for their cost. A substantial downward adjustment in tariffs seems almost certain, and we must keep our costs competitive and our industrial operations profitable. Because of the control of our industries from beyond our borders, we must be able to convince United States management that it is just as profitable, indeed more profitable to make things for the North American market in Canada than in their own country. We must ensure that the pension and other welfare burdens that we impose on industry and on individuals are not more onerous than they are in the United States, lest we provide a compelling temptation to concentrate production in the American states and thus inhibit the full development of Canada as a North American producer.

He said he made no special plea for the Ontario Portable Pension Plan but hoped that a careful assessment of its virtues would be made.

Leo Teplow

History shows that employers and managers had varied widely in their understanding of the values of human relations in industry, said Leo Teplow, Assistant Vice-President, American Iron & Steel Institute, New York City, in his address on "Human Relations—a Growing Dimension." His address was the first at the second session of the Industrial Relations Conference; this session had the theme "A Progressive Approach to Labour Relations."

The twentieth century had brought with it not only a larger, more complex and more important business and industry, but

had also seen aspirations for and expectations of a better life no longer limited to a relatively few. It had been shown that once man's physiological needs became satisfied, his social needs became more important as motivators of conduct and attitude, he said.

The use of authority alone in managing successful industrial organizations was becoming less reliable as we progressed away from the kind of economy in which every man thought that keeping a job was of utmost importance, he pointed out. Social progress has meant that every individual today had more choices: choices about where to work, how hard to work, how much of himself to put into his work. What an employee put into his job now depended upon the extent to which his interest, enthusiasm and desire to contribute were generated in his employment relationship.

Here Mr. Teplow recalled the well-known Hawthorne experiments conducted by Elton Mayo and his associates in the 1920's at Western Electric company. As a purely physical experiment, it was a failure: they never did find out what was the best level of lighting. But they discovered something far more important: production went up regardless of changes in the level of lighting because the factory girls knew that management at all levels was very much concerned about them and their well-being; they felt they had become important.

It was not only the sense of increasing importance that had contributed to higher production, he added. The girls had been given a sense of participation because they were consulted about their working conditions; their reactions and suggestions had been taken into account.

Elton Mayo had discovered still more. Exploring the importance of group versus individual response, he showed that the approval of associates could be much more important than the amount of financial return to the worker, and that authority had its limitations in achieving efficient production. He and his associates had thus disposed of the myth that the employee was a person who responded automatically to purely economic considerations.

Subsequent research in human relations found that a sense of participation contributed notably to increased production. But "various techniques of eliciting participation have led us down the wrong track." The technique itself had been seized upon as a panacea, he said, whereas it was actually the existence of a philosophy of employee participation that was responsible for the improvement.

As examples of techniques used he mentioned profit sharing, merit rating, job safety analysis with the employee's participation, multiple management, and sharing of cost saving. Each has its virtues; but the only generalization that stands up is that it is the sense of participation that, in the right environment, contributes most to enthusiastic employee performances.

Whenever the question of employee participation arose, two serious obstacles were presented, he said. One sometimes stated was that "you can't call a committee meeting every time a decision has to be made." The second was the fear of management that its right to make decisions might be lost and that its management function would be impaired.

As to the first obstacle, he said it was true a committee meeting could not be called every time, and if it were the only way by which employee participation could be obtained, then it could not be seriously recommended. There were other ways, he said, and they revolved around "an adequate and sincere program of communications," which would inform employees of what was happening and give them a chance to relay their reaction to management. Where employees can be consulted about some aspects of changes being planned, acceptance of the changes is likely to be facilitated.

In addition, the manner of supervision had much to do with the sense of participation—generally speaking, the employee should not be told in every detail how to do a job; if told what needed to be done and the reason why, leaving him some freedom to decide how to do it, much more efficient production is likely to result.

To deal with the second obstacle—the fear that the right to make decisions would be lost to management—Mr. Teplow pointed out that there was much that could be done, without endangering management functions, provided management was willing to give proper thought to the problem.

"In many respects it is quite possible that management functions can be protected better by undertaking carefully considered consultation with employees than by depending solely on a legalistic concept of employer authority."

The development of a philosophy of human relations has led some managements in wrong directions. Emphasis on human relations does not mean that the function of a company is to make people happy. The function of a company is to provide goods or services economically . . . Moreover, happiness is not the kind of thing one can find by pursuing it directly . . .

Concern about human relations in industry . . . should be directed at the goal of co-ordinating company objectives with individual needs

and motivations so that the company objectives can be fulfilled by people who are motivated to do so voluntarily.

Much research into the entire field remained to be done, he stated, and one of the areas requiring most attention was the precise relationship between the foreman and the men he managed.

Further, all management—from the foreman to the president—should be considered when human relations in industry are discussed, "In many respects, the application of human relations concepts to management is even more important." Their motivation was of even greater importance to the success of the enterprise than that of the rank and file.

If human relations philosophy was valid in employer-employee relations, it should be equally applicable to management-union relations, he believed. As an example of such application he cited the Human Relations Committee set up jointly by eleven U.S. steel companies and the United Steelworkers of America. This body and its subcommittees had dealt with problems to be solved rather than with rights to be attacked or defended. It had managed to solve a number of serious problems, and appears to be one way in which human relations concepts could be extended to relations with unions.

Robert V. Hicks

"Arbitration—A New Field of Law" was the title of an address by Robert V. Hicks, Q.C., Labour Specialist, of Miller, Thomson, Hicks, Sedgewick, Lewis & Healy, Toronto.

" . . . I would suggest that the relatively infinitesimal time lost through work stoppages, less than one tenth of one per cent in 1962, has not impaired our economy—certainly not enough to warrant scrapping free collective bargaining in favour of arbitrary controls." This, he said, was his reply to advocates of "better ways" of settling labour disputes.

Mr. Hicks also believed that the right of appeal should be introduced when arbitration is employed in labour disputes.

In introducing his subject, he pointed out that, despite the topic given him, arbitration was not new, going back in history to about 5,000 B.C. It was quite new, however, in the labour relations field, where it had been employed for about 20 years, coming in with the advent of compulsory collective bargaining.

Arbitration provided relatively speedy and informal access to an impartial and qualified third party (customarily a member of the judiciary), and these characteristics

were admirably suited for settling management-labour contract interpretation disputes, he said.

He noted that the Province of Ontario was the first jurisdiction in North America to require, by law, resolution of this kind of labour dispute by arbitration. Since the law requires arbitration, many were urging that it should also provide minimum standards, especially with regard to the qualifications of arbitrators dealing with collective agreements. This was the general reason why management during 1961 in Ontario had opposed the enactment of Bill 72.

"This proposed legislation," he explained, "contemplated, in effect, establishment of a new system for licensing independent arbitrators. It appeared to have as an ulterior purpose, however, discontinuation of members of the provincial judiciary from labour arbitration."

As a result of opposition to the Bill, a committee had been appointed by the Ontario Attorney-General to investigate the arbitration process in the province, with Eric H. Silk, Q.C., Assistant Deputy Attorney General, as Chairman.

The committee had found that between 500 and 700 arbitration cases were heard annually in Ontario, but that only 54 persons had "chaired" such boards in 1960 and 1961. More than 75 per cent of grievance arbitrations were chaired by county court judges, as were practically all wage arbitrations under the special provisions of the Police Act of Ontario and the Fire Departments Act. "You can imagine the result," said Mr. Hicks, "if persons who chaired 75 per cent of all arbitrations were suddenly withdrawn from arbitration work."

He summarized the Silk Committee's main conclusions and recommendations:

—The judges perform a very valuable service, and with minor exceptions the parties have been satisfied with their qualifications.

—The withdrawal of judges from labour arbitration was neither feasible nor desirable.

—Major interests in the field of arbitration, representing management and labour, should be encouraged to assist in establishment of an Arbitration Service under the chairmanship of the Ontario Deputy Minister of Labour; its primary function would be to assist the parties by advising them of the names and availability of arbitrators.

—The Minister of Labour, when called upon to appoint a single arbitrator or a chairman of an arbitration board, should appoint a judge unless the parties agreed

otherwise or unless the appointment of a non-judge was warranted by special circumstances.

The findings and recommendations of the Committee had been unanimous, he noted, which in itself should considerably influence the conduct of arbitration cases for some time to come.

In the early days of grievance arbitration, one of the most troublesome questions had concerned the power of arbitrators in awarding compensation or damages. Some arbitrators thought they lacked authority to grant compensation or award damages; "others more or less assumed they had the right to award compensation to employees without really advancing any grounds in law to support it, but shied away from management claims for restitution where illegal work stoppages occurred." The Supreme Court of Canada had finally upheld the power of an arbitration tribunal to award damages (L.G., Oct. 1962, p. 1184). This should not, however, be regarded as a new-found panacea for labour work stoppages, he warned, as many considerations were involved.

He deplored the absence of any right of appeal from the decisions of arbitrators, explaining that their decisions could be challenged in the courts only in cases where the arbitrators had exceeded or declined to exercise their jurisdiction, or had failed to follow the principles of natural justice. As a result of this lack of appeal, inconsistencies had crept into arbitration, which had been evidenced, for example, in decisions dealing with management's right to contract out service or maintenance work. Some arbitrators had ruled that management had that right unless the collective agreement qualifies it; others had ruled that management did not have the right unless expressly permitted under the terms of the collective agreement.

"In view of the substantive nature of arbitrators' powers, regularly dealing, as they do, with claims involving many thousands of dollars, as well as management and employee rights, in my view it is imperative that appropriate procedure for appeal should be established," Mr. Hicks said.

More recently, "public interest" disputes had attracted much attention, and it had been urged that all such disputes be resolved by arbitration. What constituted a "public interest dispute" was a problem in itself, and forced arbitration of such disputes could impose unfair labour costs upon an enterprise, while a competitor had access to free collective bargaining to determine his labour costs.

He then remarked that even assuming that any government would be evenhanded in its treatment of management and labour, the fundamental objection to government intervention remains: the difficulty of determining labour prices by legal machinery. And the recent strike of French coal miners indicated that an essential industry "will not necessarily be protected against work stoppages merely by making a strike illegal."

He also thought that, in making their decisions, arbiters might "lean on the crutch of compromise rather than attempt to apply the nebulous yardstick of merit."

Increasing government intervention in labour-management affairs might also lead to governmental price control, Mr. Hicks said. "It is virtually axiomatic that arbitrary determination of labour's share in the economic pie is but a short step from arbitrary determination of the entrepreneur's share."

If the success of arbitration of grievances arising under collective agreements can be measured in terms of its acceptance by employers and unions alike, and by the degree of stability it has brought to collective agreements, "arbitration has more than proved its worth," Mr. Hicks concluded.

Geo. E. Gullen

Geo. E. Gullen, Jr., Vice-President—Industrial Relations, American Motors Corporation, Detroit, Mich., spoke in place of Edward L. Cushman, Vice-President of the company, who was unable to be present. Mr. Gullen spoke on the topic, "Are Current Collective Bargaining Practices Obsolete?"

The statement often heard today that collective bargaining was on trial constituted a cliché; collective bargaining had always been on trial, said Mr. Gullen. It had also contributed considerably to our industrial society in the past 25 years, he added.

The public's attitude toward strikes and government intervention in disputes had been demonstrated by a survey undertaken in the United States after the 1959 steel strike. The survey had shown that 85 to 90 per cent of the general public favoured government intervention, and even the prevention of strikes.

It was the public's attitude toward labour-management relations that placed collective bargaining on trial, Mr. Gullen said.

World marketing developments such as the emergence of the European Common Market would affect collective bargaining in the future, he pointed out. This and additional considerations, including the old problems of international economic competition, might lead to third-party settle-

ment—arbitration. He described the present approach to the resolution of industrial disputes as a "shot-gun wedding" approach.

Unions were here to stay, and it was essential to make collective bargaining really work, he asserted. He said both employers and unions should examine their practices—in the light of today's conditions—or government intervention would follow.

In labour-management relations, it was important that, when consultation took place at an early stage, it should not be confused with negotiation, he advised. A sincere approach was required on the part of both sides in such talks, if they were to lead to understanding and to successful negotiations later.

Panel Discussion

The session ended with a panel discussion of which the moderator was D. A. Page, Director of Personnel, The Goodyear Tire & Rubber Co. of Canada, Limited. The panel comprised two of the speakers at the session, Messrs. Hicks and Gullen, and Morris C. Hay, Q.C., a member of the Ontario Labour Relations Board; W. A. Campbell, Q.C., President, The Wallace Barnes Co. Limited, Hamilton, Ont.; E. R. O'Kelly, Vice-President and General Manager, Automatic Electric (Canada) Limited, Brockville, Ont.; and W. L. Monck, Industrial Relations Officer, Dominion Steel and Coal Corporation, Limited, Trenton, N.S.

In reply to a question, Mr. Gullen said his corporation believed that the strike had an important part in collective bargaining; the problem was to educate the public in this connection. Mr. Teplow thought that the right to strike had been used too frequently and too carelessly; formerly, strikes were used to draw attention to unsettled grievances. He implied that the situation was different now, as machinery existed or should exist for the discussion of grievances, leading to their settlement.

One panelist thought that intolerance of strikes on behalf of the public was a good thing—it placed the onus on labour and management to come to agreement.

Another opinion was that collective bargaining without regard to the economic facts of life could lead to unemployment—some firms had lost their competitive position and had gone bankrupt through "unwise" collective bargaining, throwing many employees out of work.

Amplifying some of his statements on human relations, Mr. Teplow stated that "antagonistic co-operation" did not help management to do its job. If management better understood the problems that unions faced, or knew them as well as its own difficulties, it would help solve the problems of the whole enterprise.

Plenary Conference on Economic Growth

W. Earle McLaughlin

The first speaker at the plenary conference on economic growth, which had "Environment for Growth" as its central theme, was W. Earle McLaughlin, Chairman and President, The Royal Bank of Canada, Montreal.

In his speech, "Plan or No Plan, or Un-Plan?—Some Reflections on the Ground Rules," he expressed reservations about economic planning or "indicative" planning by government: "I would say that if everyone didn't plan, there would be a strong case for national planning; that, in fact, the better the plans of individuals and private organizations, the less the need for planning on a national scale.

"Government, or its planning agency," he asserted, "should plan only to the extent necessary to make private planning effective. This is perhaps a reasonably good definition of the proper limits of indicative planning."

He began by describing what economic planning is generally agreed to be:

It seems at least to be generally agreed that the new economic planning will involve a minimum of interference with private decision-making in the economy: that planning will not include price and wage controls, import quotas, consumer rationing or government allocation of labour, materials, or capital. Instead the planning agency will apparently confine itself to so-called "indicative planning"; that is, to the setting up of certain goals or targets expressed in terms of Gross National Product, Capital Expenditure, Income per Head, and the like. This will presumably lead in turn to an outline of what the planners hope the economy can achieve over the planning period and to some kind of inspirational literature for the use of government departments, businessmen and trade unions and these would then be expected to convert the program into action: all this of course with no interference with private decision making in the market for goods, services, and securities or other forms of debt.

He wondered if such a procedure could be called planning at all. "At best it could become the means to the improvement of markets through research and the dissemination of information." But if this was what was meant by planning, there was a temptation to say: let's have lots of it. Even so, there would be dangers, he asserted.

First, concentration on "the abstract totals in the national accounts" as goals "may lead to a failure to identify our real problems and hence to delay or outright failure in finding solutions to those problems." These totals are not necessarily accurate measures of growth, and are even less accurate measures of economic welfare; they are important but imperfect historical data;

they must necessarily exclude items of immense importance which simply cannot be summed: the quality of the labour and capital used in production and certainly the quality of the goods and services produced.

Some thorny problems can not be expressed in these abstract statistical terms: "pockets of poverty in the midst of plenty may be increasing at the very time" that the abstract totals are showing an encouraging increase.

Second, under such indicative planning, the government planners could do little to bring about the planned-for results, Mr. McLaughlin contended, and may therefore be tempted to interfere with private decision-making. Success would still be dependent "on the performance of many individual units in the free market."

Any planning, private or public, must have "policy devices" that it can control to make the planning effective. As an example, he said, businessmen had complete control of advertising expenditure—a policy device—but could often exercise little control over the sales—the target—that the advertising was designed to reach.

A national planning board would be in an even worse situation. The planning board would have "an excellent policy device" in the Bank of Canada's control of the money supply, but it would have a conflict at the same time, "in that complete control here may, and eventually must, mean lack of control over interest and exchange rates, should control over either or both of these seem desirable . . .

"Excluding the manipulation of tariffs (which is presumably ruled out), I see no other important policy devices available to the planners, if the free market and private decision-making within that market are not to be curtailed," he added.

It has at times been suggested that economic planning might speed the way toward "rationalization of industry"; that is, toward the elimination of small, and presumably uneconomic, units to achieve reduced costs through the time-honoured "economies of large-scale production." This may be hard to reconcile with purely indicative planning; but the real danger is that planned "rationalization of industry" may prove to be only a polite phrase meaning the reduction of competition—in this case with the connivance of a central planning board... Economic planning designed to reduce the area of competition and private decision-making in the market is not, I submit, the road to healthy economic growth.

"Nevertheless, the understandable frustration of indicative planners with extremely limited power to translate their plans into action may well result, in this and many

other ways, in a gradual shift of emphasis from indicative planning to positive intervention in the market," Mr. McLaughlin said.

As an example of how "planning once begun tends to feed on itself," he cited the International Monetary Fund, a "device to bring order out of chaos in international payments" that, however, lacks "mechanism to provide smooth and continuous balance of payments adjustment." The gold standard provided such a mechanism but required flexible price and wage levels, "both of which have been precluded by concentration on full employment as an end of fiscal and monetary policy." Controls become the only alternative.

The extension of national planning still further complicates balance of payments adjustment and forces the Fund to extend its own form of planning. All the better-known international plans to meet these complications . . . do nothing to replace the missing mechanism of adjustment, and merely enlarge the Fund so that the real issue can be avoided, at least for a while longer. This may be expected to put further pressure on IMF members to extend their national plans, further pressure on the present dis-equilibrium system of international payments, further enlargement of the Fund, and so on—in a vicious circle.

Some may argue, he went on, that we simply have to take these risks, and their arguments usually reduce to one: "everybody's doing it." They say "European nations plan; Europe is prosperous; therefore if we plan we too shall be prosperous." But, Mr. McLaughlin pointed out, Germany is prosperous but has a minimum of planning; France is prosperous and has a good deal of centralized planning. Indeed, Europe's economy seems now to be slowing down. "But planning remains. Do we then attribute the slowdown to European planning?"

Discussions of planning seem to emphasize long-run problems and objectives. But planners, in considering long-run prospects, might find that "a variety of unsolved short-run problems have reduced their planning to an academic exercise." The prime problem, he asserted, might not be long-run growth, but short-run unemployment, over-capacity, and general slack in the economy. "Solving the short-run problem may be prerequisite for any worthwhile long-range plans for economic growth."

Indicative planning, operating through a free market, should provide for the most efficient allocation of labour, capital and enterprise. He added:

For example, a high level of unemployment is a gross misallocation of human resources. It may be attacked on a broad front through monetary and fiscal policy, and this will be

necessary where unemployment is the reflection of general slack in the system. But it may also be attacked by increasing the mobility and quality of labour through training in the skills and most clearly in demand in a growing economy . . .

As long as there is slack in the economy, to train workers for skilled jobs is to train them for jobs that do not exist. But, even if there is no slack in the economy, to condone a large and growing number of unskilled workers, or of workers skilled in obsolete techniques, is to accept a correspondingly large and growing volume of "hard-core" unemployment which even the best monetary and fiscal policies are powerless to cure.

To assure the best allocation of the nation's resources in labour, capital and enterprise, and to improve the market and market mechanisms through which such allocation would be carried out, he suggested that the planning agency, if we must have one, should undertake the following action, among other steps:

1. A re-examination of our international economic arrangements, especially our exchange-rate policy.

2. A definition of Canada's role in the new world of trading blocs.

3. An overhaul of our monetary and fiscal machine designed not only to improve the tools but to increase the resources in research and analysis that must underlie right policy.

"It may well turn out that, with these basic tasks accomplished, the aggregates which have elsewhere been elevated into comprehensive goals of policy will in fact take care of themselves. In that case, the emphasis in indicative planning would be directed away from its present pre-occupation with abstract long-range goals and concentrate on removing rigidities in the market and on improving the quality, and not merely the quantity, of our productive factors and of the goods and services which they produce," Mr. McLaughlin concluded.

Claude Jodoin

"Experience has clearly shown that the best labour-management relations exist where both sides to the agreement are strong and hold strong positions but at the same time have respect and understanding for each other, said Claude Jodoin, President of the Canadian Labour Congress, in an address titled "Partners in Progress."

In his speech, Mr. Jodoin made the following points, among others:

—Organized labour has made a great contribution to the advances of the past, some of which came through "vigorous and militant action by trade unionists."

—Organized labour is not too much impressed "by some of the objections that are made today when we suggest further advances."

—Society faces the challenge of accepting and adapting the new forces of today, forces that enable us to carry out many of the tasks that previously required great physical or mental effort "by the mere pushing of buttons."

—Scientific and technical advances take on real meaning only when they are translated into human benefits.

—Trade unionists recognize the value of these tremendous advances. There is no tendency toward the machine-smashing of the early textile industry; "but trade unionists are determined to see that the benefits of these advances shall be shared by all—and we will be militant to this end."

—Much social progress has been made in recent years, "but at the same time, we are deeply sensitive to the shortages which still exist."

He then touched upon a matter of "even more direct concern" to labour and management people—the attitude of unions in collective bargaining.

Attitudes and practices in this field left much to be desired, and it was for this reason that the Canadian Labour Congress had been pressing for more consultation, for the development of greater understanding, and for study of methods used elsewhere. He commended the sending of a fact-finding mission to Europe, as carried out by the National Productivity Council (L.G., Nov. 1962, p. 1261), and said the CLC was pleased with some of the major findings of that mission, and that it would be foolish to ignore the experience that had been accumulated in other countries.

Unrealistic attitudes were sometimes taken by both sides during negotiations, Mr. Jodoin remarked.

In Canada today, a very large number of workers feared management and there were management people who in turn feared unions. This was a poor basis on which to build the partnership in which the Association had expressed an interest, and the first objective therefore should be to eliminate, or at least to reduce that fear, said the CLC President.

He repeated he did not suggest that management abandon matters it regarded as principle, and he was not offering his own influence "to have labour abandon positions which we regard as being of principle." What he was suggesting, he emphasized, was that labour was anxious to explain to management why it believed that these

positions were matters of principle, and in return, labour must invite management's views on the matters of deep concern to itself.

"If this sort of exchange can take place—honestly and frankly—then I think we will have made a start toward the kind of partnership which will pay dividends to every Canadian," he concluded.

Hon. Robert Winters

Because Canada, despite vast resources, is not self-sufficient as a nation, and to make the most of those resources, it must assure appropriate levels of production to permit the export of surpluses to earn money to pay for essential imports, said Hon. Robert Winters, President, The Rio Tinto Mining Company of Canada Limited, in an address on "Profits and Economic Growth."

"An important problem, therefore, is to regulate production so as to provide the goods and services we need at home and to enable us to be competitive in markets abroad. The extent to which Canada succeeds in this will depend very largely upon the type and degree of incentives that will be required to induce Canadians to become pre-eminent among the producing nations of the world; and in the field of private enterprise the common denominator of all incentives for commerce and industry is profit," he added.

Although the word profit perhaps connoted different things to different people, it was an essential ingredient in our formula for economic growth.

There had been much talk in Canada about decentralizing industry, which is chiefly located in Quebec, Ontario and British Columbia, to give other provinces more of its benefits. Although industry preferred to locate near the market it served, it could be induced to operate anywhere in the country "given the incentive of commensurate profits."

One of the essential ingredients of a healthy economy, said Mr. Winters, is research. "Research is the instrument through which ideas are generated and translated into expanding production, growing facilities, and more jobs." And a company can make expenditures on research only if it can afford to do so out of profits.

It had always been his view, he said, that the role of government in a private-enterprise society was to create a favourable climate for industry and commerce without undue interference, so that industry retains sufficient funds to expand and provide a high level of employment.

To maintain profits while facing increasingly intense competition, "industry must be prepared to meet the challenge through increased productivity," said Mr. Winters. He was encouraged to see "the extent to which the Productivity Council gained acceptance on all sides and by all segments of our economy."

Increasing productivity was not always easy, he pointed out. "Neither management nor labour working separately can expect to get the required results. What is required is a leadership on the part of both management and organized labour that is convinced of the necessity of increased productivity and is willing to work in co-operation to that end.

The question still remained of how to dispose of the larger surpluses in the face of fiercer competition than we have ever experienced. Part of the answer at least was to be found in salesmanship, he stated.

Selling either at home or abroad is not easy unless the economic climate is favourable. Sales programs cannot succeed, for example, against quotas and embargoes, nor can our goods hurdle insurmountable tariff barriers. These are the fields in which the proper conditions for selling can be established only by governments working together to lower impediments to trade between their respective countries, thereby expanding markets.

Expanding markets alone were not the answer, he pointed out. Our goods must be priced competitively, and they must feature quality. Trade was done increasingly on its merits—and the dominating merits would be quality and price.

Management and labour had jointly demonstrated their ability and determination to compete. Given the opportunity to earn a reasonable return on capital invested, Canadian industry was willing to contribute fully to the advancement of the economy.

Both business and labour follow incentives: labour responds to the incentive of higher wages and ancillary benefits, management had to see the possibility of a profit. Profits in themselves, however, could not be regarded as a panacea, and there could be no condoning the tactics that attracted so much justifiable criticism some years ago against people and companies who extracted exorbitant profits at the expense of the consumers.

"But to the extent that profits provide incentive which is not otherwise available to business to sustain itself and expand, with increased employment opportunities and benefits to the whole nation, they are a necessary part of our form of free-enterprise society and an essential factor in our future economic growth," Mr. Winters concluded.

Prof. Wassily Leontief

"Planning is the organized application of systematic reasoning to the solution of specific practical problems. An alternative to planning is the trial and error method . . . Far from being incompatible or mutually exclusive, the automatic mechanism of free competition and the principle of deliberate action guided by rational decision both play their different but equally important parts in the operation of our economic system . . .

"The issue that confronts us today is not that of a choice between unrestricted competition and all-pervasive planning, but rather of an effective combination of the two," said Wassily Leontief, Professor of Economics, Harvard University, discussing economic planning under the title "The Anatomy of Planning."

The trial and error method could be considered successful whenever over a reasonably long run of trials, the combined gains exceeded by a healthy margin the total losses, he said, but asked why it would not be better still to eliminate, or at least reduce, the losses while keeping all the gains.

He drew attention to the fact that the bigger the amount of capital to be invested, the greater must naturally be the incentive to plan before one acts. This was the reason why private enterprise, taking into account the growth of the economy, and the greater complexity and widening scope of modern technology, tended to rely less and less on the trial and error procedure and more and more on "carefully conceived and meticulously elaborated planning."

Here and in Europe, internal corporate planning is displacing trial and error procedures "as fast as mechanical conveyors were replacing manual material handling thirty years ago."

How does this system operate? How does it solve its problems? It solves them, as I have said before, by a trial and error method. A competitive economy can be viewed as a gigantic natural computing machine which tirelessly grinds out solutions of an unending stream of quantitative problems automatically fed into it. It allocates labour, capital and natural resources among all the different branches of production. It determines automatically which industry should expand and which contract its output, which corporation should invest and which go out of business.

As any other trial and error process, the competitive mechanism brings about a proper adjustment between demand and supply by way of successive approximations. As in target shooting, the bull's eye is supposed to be hit after a series of gradually diminishing misses, each one of which improves the aim. Under the fast changing conditions of the modern world, the target at which a modern business is shooting behaves, however, more often like a flying pigeon, or rather a bat chasing moths at sunset, than like a sitting duck.

Corporations were spending large sums on sales forecasts, but as it is conceived and organized at the present time, such market research cannot even come to grips with its real task. "Simultaneously, but separately from each other, big, small and medium sized businessmen in all sectors of the national economy are engaged in this frustrating and costly guessing game."

One method of mitigating the risk, said Prof. Leontief, was insurance. "In the case of the general kind of uncertainty described above, the government with its potential ability to create demand—that is, to print money—is the obvious underwriter. While insurance of this kind is helpful, under certain conditions even indispensable, in the long run its economic and social costs might prove to be quite high."

The other solution to the problem is the elimination of the risk itself. "Co-ordinated market research designed to get consistent sales forecasts and combined with short and long run output projections for all branches of manufacturing, mining, transportation and all the service industries is the only means by which the traffic between the different sectors of a growing economy can be adjusted to the requirements of the new technology and of modern enterprise."

This would be a very large undertaking, but was not at all impossible. The concept had already been applied successfully in certain Western European countries and Britain was about to follow suit.

In the United States, the trial and error method had been so successful for such a long time, he said, that it had become an article of faith. The slow-down in the economy during the past decade, however, had raised many questions; the present budgetary fiscal policies—the "insurance approach"—had become prominent, but at the same time, large-scale statistical work was being done.

In Canada, most of the statistical information required for such systematic projection effort was available through the work of the Dominion Bureau of Statistics, he pointed out. He then described the construction of an input-output table.

The staff engaged in the task would have to maintain constant contact with knowledgeable groups in all the different sectors of the economy, otherwise the entire operation would be little more than large-scale academic exercise, he said. This could provide a solid factual basis for informed and detailed consideration of many practical issues of national economic policies. Technical change and its effect on productivity and unemployment, and many other aspects of economic growth, can be understood much better if presented within a unifying framework of a detailed and comprehensive economic projection.

Another advantage of such an inter-industry analysis would be the discovery and true assessment of weak spots on an objective basis. "By its very nature the comprehensive type of inter-industrial analysis just described is bound to bring out into full relief the less as well as the more obvious parts of the entire picture without retouching any blemishes which it might contain," Prof. Leontief said. As an example, he pointed to the reduced utilization of railroads and unemployment among railroad employees that might result from road-building subsidies designed to encourage employment in the construction industry.

"The controversies and conflicts on questions of economic policies must and will of course go on. Nothing could be more futile and self-defeating than to pretend that factual analysis can supersede the traditional process of political decisions on economic matters any more than in any other field. It can, however, smooth the path of progress and thus increase the rate and reduce the costs of economic growth," he concluded.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	June 1963	June 1962	June 1963	June 1962	June 1963	June 1962	June 1963	June 1962
Metropolitan.....	1	.....	8	7	3	5	.....	.....
Major Industrial.....	2	1	19	21	5	4	.....	.....
Major Agricultural.....	.....	.....	3	5	11	9	.....	.....
Minor.....	.....	1	23	25	30	32	.....	.....
Total.....	3	2	58	58	49	50	.....	.....

Laval University's 18th Annual Industrial Relations Conference

With "Socialization and Industrial Relations" as conference theme, speakers deal with revaluation of labour relations in an economy in which the State is playing an increasingly important part. Close to 400 persons in attendance

(Translation)

"Socialization and industrial relations" was the theme of Laval University's 18th annual industrial relations conference, held in Quebec City on April 22 and 23. The conference dealt with the revaluation of labour relations in an economy in which the State plays an increasingly important part.

Sponsored by the Industrial Relations Department of Laval University, headed by Rev. Gérard Dion, the convention brought together close to 400 persons representing management, union and employer organizations, officials interested in labour relations and university professors and researchers in industrial relations. Eight speakers, whose addresses are reported below, were heard at the two-day convention.

In the absence of the Rector of the University, Louis-Philippe Bonneau, Vice-Rector, delivered a brief opening address. Paul Normandeau, the dinner speaker, spoke on "Planning, Private Enterprise and Free Trade Unionism."

Rev. Gérard Dion

Rev. Gérard Dion, Head of the Industrial Relations Department of Laval University, explained what should be the convention's interpretation of the term "socialization" by quoting the definition given by His Holiness Pope John XXIII: "these over-all interdependencies, increasing with every day, that have brought about in human life and activity many kinds of social bonds."

He added that "socialization must not be taken for state control or public ownership of the means of production, even though state control or nationalization may, in some cases and in special circumstances, become a normal and essential form of socialization."

The features of socialization, he said, were:

—It is a fact and not a doctrine; a dynamic impulse, not a static fact.

—It is not a new fact, its progress being parallel to that of civilization.

—It is the result of human activity and accord.

—It leads to proliferation of social bonds and of groups in order to meet the fundamental needs of mankind, together with a diversification of specialized institutions.

Again quoting from Pope John XXIII's encyclical letter *Mater et Magistra*, Father Dion pointed out that "socialization is in no way due to the blind impulse of the forces of nature but, on the contrary, it is man's achievement as a free human being."

After stating that there are many kinds of socialism, from democratic socialism or labourism to marxist socialism, Father Dion pointed out that socialization can be a safeguard against materialistic and totalitarian socialism.

Dealing with the advantages and disadvantages of socialization, he said that, particularly in the economic and social fields, socialization has made possible the fulfilment of a great number of human rights. On the other hand, it expands bureaucratic machinery beyond measure; it makes the judicial control of human relations in every sector of community life more and more scrupulously thorough; and its methods may result in "dehumanization."

He added that the multiplicity of affiliation frees man from the ascendancy of a single group. "The multiplicity of groups makes for balance of power."

In order to provide against the drawbacks of socialization, which makes state intervention more essential, Father Dion suggested a conscious, active and responsible participation of the individual in the life and operation of the groups.

There is no doubt that we are engaged in a non-reversing movement of socialization which calls for some planning. We can either meet this socialization by remaining blind and passive to it or by being conscious of it and taking an active part in it. We have no choice in regard to the movement itself. All we can do is to determine the objectives, choose the means and find the enforcement media . . . we must plan some institutional co-operation between all the agencies of the economy.

It is this planned co-operation between the production media which makes possible and promotes the participation of all those interested in the settlement of their own affairs, together with the co-operation of the government for the establishment of national and

international economic policies in the light of the common good, that we call democratic planning of the economy.

Raymond Guérin

Raymond Guérin, Secretary of employers organizations, said that the small and middle-sized undertakings should agree to get together in similar units to meet the challenge of economic and social change.

Mr. Guérin said that, "if in the face of an increasingly socialized community, the survival of small and middle-sized businesses is not considered, their present structure will not make it possible for them to hold such a position as would enable them to ensure normal living conditions to their members, unless a considerable adjustment effort is made."

The speaker suggested that these undertakings participate in the direction of the economy, and integrate themselves within the framework of economic planning.

As for big business, Mr. Guérin suggested that it will have to ensure the sharing of responsibilities and place itself increasingly in the service of the common good.

Louis-Marie Tremblay

Louis-Marie Tremblay, professor at the University of Montreal Industrial Relations Centre, analyzed the situation of the labour movement in a context of socialization.

In view of socialization, which implies increasing state intervention, Mr. Tremblay said the labour movement may adopt a negative attitude and revert to the kind of union activity befitting a system of economic liberalism, or it can let itself be absorbed by the State and become, like Soviet trade unionism, a framework for the working masses.

He believed, however, that "the most logical choice is that of democratic integration in which trade unionism retains its traditional functions, carrying out the ideological and structural adjustments necessary to meet the needs of new developments efficiently. While preserving its independence, it then fulfills, with regard to the political authorities, the double function of participation and control. On the other hand, collective bargaining remains in economic matters, its prime responsibility."

Mr. Tremblay foresaw that, with advanced socialization, collective bargaining will be carried out on the industrial or multi-industrial level, and that the collective agreement will become in some way a kind of self-government for industry.

The behaviour of trade unionism will have to be conceived from a community rather than from a micro-economic point

of view. Moreover, the various union movements will have to develop certain forms of co-operation in order to achieve a minimum of common attitudes as a prerequisite to joint action in a socialized context.

According to Prof. Tremblay, trade unionism will be altered as follows:

Its structures will be consolidated. Power will be centralized at the top. There will not be as many trade unions but they will be bigger and more inclusive. They will be centred on a technological production process rather than on a trade or a product. The part played by local unions will be changed. They will retain little power to decide. They will serve as information and operating agencies, as communication channels and as control instruments.

Mr. Tremblay added that strikes will have a new meaning and that new procedures for the settlement of disputes will have to be found. He said that "research establishments will have to be organized and research specialists will have to be incorporated into the labour movement so that trade unionism may meet adequately the complex and extensive problems that will arise."

In conclusion, the speaker said that if trade unionism intends to continue to play a major part and not allow itself to be supplanted by the State, it must accept the phenomenon of socialization and prepare itself accordingly.

Jean-Réal Cardin

"We will have to find a new definition for the 'common good' and supplement the idea of freedom with that of responsibility toward the whole community," said Jean-Réal Cardin of the Industrial Relations Department, Laval University.

Until now, he said, the State has not wanted to adopt a truly coherent and positive labour policy. Its interventions have only been negative and fragmentary in order to restore some order where the legislator feared for the worst.

He added that in a socialized context, however, the part of the State is extended accordingly and it can no longer restrict its action to the regulation of disputes between two "private contracting parties."

In Mr. Cardin's opinion, "the State, under such circumstances, must abandon its policy of non-intervention and no longer be satisfied with establishing the rules of the game. It must join in the game and be present, at least implicitly, at the bargaining table. In other words, decision in regard to industrial relations must be centred on the imperatives of national economy as defined and indicated to the parties by the State."

However, a greater and more positive intervention by the State must not mean the advent of an omnipresent State control, but rather agreement with the fundamental values of democracy reshaped according to the requirements of a State of greater socialization.

The speaker wondered how the public authorities can achieve this agreement. In his opinion, "it can only be done by formulating a coherent, flexible, predetermined and over-all labour policy worked out jointly with the organizations concerned."

S. J. Frankel

Speaking on the problem of the State as an employer, Prof. S. J. Frankel, of the Economics and Political Science Department of McGill University, maintained that some system of collective bargaining is possible between the State as an employer and civil servants' organizations. He made it clear that civil servants seem to prefer a system of compulsory arbitration to the strike.

According to the speaker, salaries are the main subject matter of bargaining and he said that he was in favour of a system that would judge the merits of the civil servants' money claims in the light of the salaries prevailing in the private sector rather than according to a standard said to be satisfactory to attract and retain in the Civil Service persons having the required qualifications.

As to who should represent the Government for bargaining purposes, Mr. Frankel said he was in favour of a Minister of the Crown rather than the Civil Service Commission and he recalled that, in England, the Government is represented by subordinates of the Chancellor of the Exchequer.

The speaker wanted to make it clear that any system of statutory arbitration in the Civil Service should recognize the prerogatives of the Crown and thus the State could refuse to submit to arbitration on certain points.

Paul Desrochers

Paul Desrochers, a school trustee, spoke on general bargaining in the private sectors subsidized by the State, particularly the school sector.

Mr. Desrochers said there did not seem to be any limit to the demands of the teachers' unions, who ask for salary increases as soon as grants are paid by the Government.

Besides, the speaker said, school boards seem to misunderstand the principle of their

autonomy in refusing to co-operate with each other when bargaining with their employees.

Jacques Archambault

Jacques Archambault, technical adviser to the Confederation of National Trade Unions, spoke on collective bargaining in the hospital sector and came to the conclusion that we would have to resort to "a breaking into specifics of the labour law" to cover this field.

Mr. Archambault said that "the proliferation of arbitrations in the hospital sector seems to have weakened and atrophied the sense of responsibility of the parties. The State participates psychologically and morally in the bargaining activities but is physically excluded. Moreover, when the parties refer their disputes to an arbitration board, the provincial Government becomes the judge and a party to the arbitration at the same time."

To Mr. Archambault, there is a clash of two ideas: one stressing a purely static regulation based on a judicial-legal philosophy of labour relations; the other stressing a dynamic solution taking into account natural evolution and a highly integrated socialization process.

Under the judicial-legal conception, we must first determine what is meant by "public sector" and "private sector" and, especially, redefine the notion of public order.

We will then have to reform the present process of collective bargaining by readmitting the Government to the bargaining table . . . After having adopted as a basis for discussion the principle of separate executive, legislative and judicial powers, we will have to find a judicial formula under which the three parties concerned—State, hospital and wage-earners—may submit their disputes for settlement to an autonomous, independent, efficient, competent and respected judicial or quasi-judicial body.

The second idea, the sociological and evolutionist conception, is based on maximum and voluntary participation of all the parties concerned in drawing up labour regulations, without the intervention of a third party.

Collective bargaining is then begun and carried on according to the normal process: negotiations, direct negotiations, conciliation, conciliation board, and strike action. In this perspective, the parties bargain but do not lose sight of the inescapable fact that they are operating within a public service to sick and hospitalized people.

The law recognizes the right to strike, inalienable and imprescriptible, but that the exercise of this right and its methods of application are discussed and negotiated between the three parties. If there is no agreement on a method, each party assumes its responsibilities and finally the matter is referred to the tribunal of public opinion.

The speaker said, however, that the legislator may, as a last resort, provide an exceptional emergency measure.

Paul Normandeau

Paul Normandeau, Director of the industrial projects division of the General Investment Corporation, who was the guest speaker at the closing dinner, recommended a very close co-operation between labour and management in order to pave the way to economic planning.

Mr. Normandeau asserted that the transition from a competitive to a co-operative attitude is the essential requirement to the planning of the Canadian economy.

The speaker advocated a system in which government and management representatives would meet systematically to exchange information, compare forecasts and together make decisions or submit views to Governments.

Mr. Normandeau did not minimize the obstacles which bar the way, obstacles resulting from attitudes and structures.

On the one hand, employers and workers are still very much indifferent to the idea of co-operation. Unions cling to rather obsolete theories; employers suffer from a training centered on disputes and wholly oblivious of this possibility of agreement. On the other hand, our structures, those of business as of unions, our structures which concern industrial relations are also centered on the contingency of disputes because their main characteristic is to exercise the most efficient pressure on negotiations.

In order to achieve better co-operation, Mr. Normandeau recommended three remedies:

—Ensure sufficient concentration of minds and purposes.

—Proceed with the work begun and show, while making progress, that it is possible to plan the economy.

—Act not only from the bottom and on the spot, but also from the top.

Mr. Normandeau added that "if we all agree on ideas rather close to each other, this will enable the public authorities to obtain for us the status of public right essential to the efficiency of the system.

At the outset of his address, Mr. Normandeau defined the purpose of planning as follows: "The pursuit of an ever-increasing rate of high production, employment and income being achieved within an economic-social system in which the fundamental individual freedoms are respected."

He also stressed the need to set very clear goals, to determine the choice of the instruments and above all to decide who will do the planning.

Mr. Normandeau quoted on this subject a French-Canadian economist, Jacques Parizeau, to the effect that if the federal Government must plan the Canadian economy, "it would then be better to let it keep corporation taxes and give the Provinces a greater share of the personal income tax."

If, on the other hand, precedence should be given to regional planning, "the Provinces should then take back all the rights to corporation taxes and withdraw, if necessary, from the field of personal income tax and succession duties."

Mr. Normandeau also spoke on the attitude of employers concerning economic planning and showed that the reaction of the free enterpriser is changing considerably.

He quoted Jean-Louis Lachance, President of the Professional Association of Industrialists, who recommends the establishment of a Quebec Employers' Council. According to Mr. Lachance, "employers can no more than other human beings resist the phenomenon of socialization, of this pooling of individual characteristics in view of a greater benefit: a sound economy in a sound community."

The speaker also recalled that the President of the P.A.I. recently said that planning "is a formula essential to our times" and predicted that "we shall have it within two years. Embryonic at the outset, you may rest assured that it will go on expanding."

In conclusion, Mr. Normandeau expressed the hope that "all men of good will affected by economic planning will work together, understand each other and, above all, achieve something.

Pacific Regional Co-ordinator of Women's Employment Retires

Miss Eleanor Morley, Co-ordinator of Women's Employment, Pacific Region, National Employment Service, retired last month.

Miss Morley, with extensive previous experience in personnel work in business, joined the NES at its inception in 1942. After seven years on the staff of the Vancouver office, in 1949 she was appointed Co-ordinator of Women's Employment for the Pacific Region.

Industrial Fatalities in Canada during First Quarter of 1963

Deaths from industrial accidents during first three months this year numbered 190, decrease of 41 from same period of 1962 and of 87 from previous quarter

According to a preliminary count of reports received by the Department of Labour, there were 190* industrial fatalities in Canada during the first quarter of 1963.

During the previous quarter, 277 fatalities were recorded, including 31 in a supplementary list. In the first quarter of the previous year, 231 fatalities were recorded.

During the first quarter of 1963, there were four accidents that each resulted in

Of the 29 fatalities in the manufacturing industry, 13 were in iron and steel products, 6 in wood products, 4 in transportation equipment products, 2 each in paper products and non-ferrous metal products, and 1 each in petroleum products and chemical products.

In the mining industry, 17 of the 29 fatalities were in metal mining, 9 in non-metallic mineral mining and 3 in coal mining.

The industrial fatalities recorded in this quarterly article are fatal accidents that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment, including deaths that resulted from industrial diseases. Statistics on industrial fatalities are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups is not as complete as in industries covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

the deaths of three or more persons. On January 23, four men were killed when a coke oven exploded at the Algoma Steel Corporation plant, Sault Ste. Marie, Ont. On February 25, four men on a CBC television crew that was photographing an elk herd, and the pilot, died in the wreckage of a light aircraft that crashed 18 miles west of Claresholm, Alta. On February 20, three members of the crew of the *Janet Irene* died when the fishing vessel sank during a storm while en route from Shelburne to her home at Liverpool, N.S. On March 12, three fishermen were lost while wading to Prescott Island, 20 miles southwest of Prince Rupert, B.C., after they abandoned their fishing vessel *Ingrid H.* and an incoming tide prevented them from wading back to her.

The largest number of fatalities, 29 each, occurred in the following industries: manufacturing, mining, and transportation, storage and communication.

* See Tables H-1 and H-2 at back of book. The number of fatalities that occur during a quarter is usually greater than the figures quoted in the quarterly articles. Information on accidents that occur but are not reported in time for inclusion is recorded in supplementary lists, and statistics are amended accordingly.

The 29 fatalities recorded during the first quarter of 1963 in the transportation, storage and communication industry were distributed as follows: 8 each in railway transportation and local and highway transportation, 6 in air transportation, 4 in communications, and 3 in water transportation.

In the construction industry 28 fatalities occurred during the quarter: 11 in buildings and structures; 10 in miscellaneous construction and 7 in highways and bridges.

The number of fatalities recorded in logging during the quarter was 27.

An analysis of the 190 fatalities during the first quarter of 1963 shows that 55 (29 per cent) were the result of being struck by different objects; 46 of these were in the category "other objects" such as falling trees and limbs and landslides or cave-ins, etc.; 6 were caused by moving vehicles, and 3 were the result of being struck by tools, machinery, cranes, etc.

Forty-one fatalities were caused by falls and slips; all but 4 were the result of falls from different levels.

Thirty-three fatalities were due to collisions, derailments, wrecks, etc.; 15 of them involved aircraft, all of them crashes;

(Continued on page 611)

World Congress on Rehabilitation

Several Canadians participate in ninth world congress of International Society for Rehabilitation of the Disabled, held last month in Copenhagen, Denmark

"The ultimate goal of all rehabilitation is to enable the handicapped individual to work. A job is essential not only to enable the individual to be economically self-supporting but also to assure him his rightful place in his home and his community," said Hall H. Popham of Ottawa, President of the International Society for Rehabilitation of the Disabled, at the Society's ninth World Congress, held in Copenhagen, Denmark, in June. Workers in the field of rehabilitation for the disabled from all parts of the world attended. Among them were some 30 Canadians, several of whom appeared on the program.

Ian Campbell, National Co-ordinator, Civilian Rehabilitation, Ottawa, Chairman of the World Commission on Vocational Rehabilitation, acted as Chairman of the plenary session on Employment of the Disabled and also presided at several group meetings.

The program had as its theme "Disability—Prevention and Rehabilitation" and the subjects discussed included: causes of accidents, frequency of accidents among disabled workers; accident prevention in the home, in industry and on the road; evaluation of function and the working capacity of disabled individuals and the demands of work; employment of the disabled; transportation and architectural barriers; and training for rehabilitation personnel.

The professional committees and commissions met singly and in joint sessions to discuss and exchange ideas and information in their particular specialties. Among these were groups studying arthritis, cerebral palsy, leprosy, speech and hearing problems, paraplegia, prostheses, braces and technical aids, research, special education and vocational aspects of rehabilitation.

The Albert Lasker awards to persons or groups whose achievements have been of international importance in developing services for the physically disabled; the Reader's Digest International Rehabilitation Awards for developing and expanding community rehabilitation programs during 1961-62, and the film awards for outstanding contributions in this field were presented during the congress.

Tours, conducted both before and after the Congress, gave delegates an opportunity

to visit some of the hospitals, schools and rehabilitation centres in Denmark.

After the Congress, special seminars on special education and on vocational rehabilitation were held, and an advanced course in prosthetics and orthotics was provided for doctors, prosthetists, orthotists and therapists at the Orthopaedic Hospital in Copenhagen.

A special stamp "in aid of the physically handicapped" was issued on June 24 by the Danish Postal and Telegraph Services and was on sale at the Congress.

A more complete report of this Congress of world-wide interest will be given later when details of the papers presented and the discussions become available.

Firm Employs Four Deaf Mutes

Four deaf mute girls are providing a vivid demonstration of the truth of the oft-repeated adage "It pays to hire the handicapped". Working in the head office of Chas. Cusson Limited in Montreal, these girls are setting high standards of proficiency and have won the admiration and respect of employers and staff alike.

Two of the girls are graduates of Mackay Centre for Deaf and Crippled Children and the other two were trained at the Institution des Sourdes Muettes. Three of the girls began as invoicing machine operators and two have since progressed to bookkeeping machine operation and the third will soon do the same. The fourth girl is an expert statistical typist and responsible for typing all financial statements and confidential reports.

Two of the girls read and write English only and the other two understand only written French, but the four converse freely with each other in the sign language, the one universal language.

The employers feel that the lack of hearing helps these employees to develop their concentration and enables them to give undivided attention to the job at hand undisturbed by outside noises and distractions.

"We couldn't ask for more proficient, more willing nor more loyal employees. We could profitably use another four like them," said Charles Cusson, President of the company.

Annual Meeting, American Geriatrics Society

For the first time in its 20-year history, the American Geriatrics Society meets in Canada and elects a Canadian, Dr. E. D. Sherman, as its President

For the first time in its 20-year history the American Geriatrics Society—reputed to be the oldest organization in the field of aging in North America—held its annual meeting in Canada. The three-day conference took place in Montreal last month.

Another first was the election of Dr. E. D. Sherman of Montreal as President, the first Canadian to hold this office. He also served as general chairman of the conference. In accepting the Presidency, Dr. Sherman stressed the need in Canada for energetic leadership in promoting a national conference on aging.

Dr. Joseph W. Willard, Deputy Minister of Welfare, addressed the opening session on the economic aspects of aging. He stressed the economic problems faced by elderly persons and pointed out that although an adequate retirement income would not assure a happy retirement, it was a most important aspect of the problem which could not be overlooked.

Max Swerdlow, Director of Education for the Canadian Labour Congress, spoke strongly on behalf of the older worker. He pointed out that the capacity for useful work lasts much longer than many people believed and that studies showed that older workers compared favourably with younger workers in productivity, absenteeism and accident rates.

Dr. Donald K. Grant, Director of Medical Services, the Hydro-Electric Power Commission of Ontario, spoke on the topic, "Industry and the Older Worker." He stated that employers generally agree that older workers were frequently superior workers excelling in stability, loyalty, judgment and accuracy. He explained that Hydro-Electric employed 14,500 workers and that close to 50 per cent were in the age group from 40 to 66.

Dr. Grant pointed out that industry could employ many older workers by fitting the worker to the job and the job to the worker. Increased mechanization could compensate for the decline in muscular energy as workers grew older, he explained. But, he continued, industry must have regard for the future and be realistic; therefore, in his opinion, a trend toward compulsory and earlier retirements was to be expected. He said that most employees in Hydro were ready to retire at age 65.

Other speakers opposed the idea of compulsory and earlier retirements. The opinion was expressed that workers should have the opportunity to continue work as long as they were capable and desired to do so. Some of the medical men present pointed out that continued work could have a therapeutic effect on the physical and mental health of elderly people quite apart from the economic advantages. Therefore, it was argued, older people should not be forced into a life of idleness when they were capable of productive work.

Considerable discussion was carried on concerning the subject of retirement. It was pointed out that while creative activity was essential to health and happiness in the later years it need not necessarily be in paid employment. The need for creating opportunities in many fields of voluntary work which might be suitable for older persons, was stressed.

Dr. Clark Tibbitts, Deputy Director, Welfare Administration, U.S. Department of Health and Welfare and an international authority in the field of gerontology, spoke on the social aspects of aging. He explained that elderly people today were living in a society very different from the one in which they were raised and to which they had become accustomed. Much of their knowledge was useless and they were frustrated and felt out of place. Modern society had largely written off old people and had not provided them with a positive role. He believed that changes would become still more pronounced as automation increased and expanded and this was likely to result in earlier retirements.

The opening speaker was Dr. Edward L. Bortz, senior consultant in medicine at Lankenau Hospital, Philadelphia. He told the gathering that man's life expectancy could increase, but that longevity as an end in itself was wrong. He said the essence of life should be to continue to grow and deepen with the years.

During the last two days several interesting scientific talks were given concerning various medical aspects of aging such as, aging in connective tissue, institutional care of disease and disability in elderly persons, common neurological conditions in the aged, psychiatric conditions and skin conditions, among others.

Union Claims for Women Workers in Britain

Women's Advisory Committee of British Trades Union Congress sets out special claims for the almost one and a half million women members of TUC affiliates

The Industrial Charter for Women drawn up by the Women's Advisory Committee of the British Trades Union Congress was a key item in the program of the Thirty-third Annual Conference of Representatives of Unions Catering for Women Workers. The Charter, requested by the 1962 Conference, set out special claims of the Congress for the almost one and a half million women members of unions affiliated with the TUC.

It calls for:

—*Equal Pay* based on the value of the job done and not on the sex of the workers;

—*Opportunities for Promotion* for women;

—*Apprenticeship Schemes* for girls in appropriate industries;

—*Improved Opportunities for Training* young women;

—*Re-training Facilities* for older women who return to industry;

—*Special Provisions* for the health, welfare and care of women workers.

The report of the Women's Advisory Committee lends background to the items of the Charter:

Equal Pay—"At the present time less than ten per cent of women at work in Britain get equal pay." Most of these are employed in national and local government services and the nationalized service industries.

Between October 1959 and October 1961 it had been found that the pay position of women workers was worsening, especially in manual employment. In 1962, therefore, individual unions were urged to adopt "a policy of securing equal pay increases for men and women in all wage negotiations." Although the engineering industry had already adopted this policy, in many industries larger increases were still being negotiated for men than for women, particularly where they were based on percentages of existing wages.

Opportunities for Promotion—"There is no industry in which women do not work somewhere," says the report, "but there are still far too many jobs specifically designated as 'women's work,' implying that it is second-rate employment. Therefore, although women are an integral part of the working population, they are not yet equal partners in the community and they are still exploited in many fields of employment . . . Even women who enjoy equal pay complain that it has not materially

widened their opportunities for more interesting or highly graded work."

Apprenticeship Schemes and Improved Opportunities for Training—"Apart from hairdressing, clothing and footwear manufacture, the distributive trades and certain professional and scientific occupations," says the report, "very little is done to equip girls for their jobs."

Although it noted the strong trend to early marriage and consequent shorter working life of a single girl, the Committee stressed the importance of making the best use of time spent in the labour force while laying a foundation for further training in the future.

The 1962 Conference had adopted a resolution urging that introduction of mechanization in offices should be accompanied by a policy of retraining. As nearly a third of all girls begin their working life in clerical occupations, training in this field is very important.

Another resolution had called for rapid expansion of systematic training at all levels of skill in all industries for both young and older workers. The need of training for mature women both within industry and in government-sponsored courses was stressed; married women, the only reserve of labour, should be able to get adequate preparation to ease their return to employment.

Attention was directed, also, to the limited number of university places for women and the fact that only one fifth of the women students in universities were studying science and technology.

Special Provisions for Health and Welfare—Minimum standards for protection of the health, welfare and safety of all workers are provided by law. More could be done, however, to brighten places of work; improve industrial health and safety services; provide adequate sanitary facilities, rest rooms and mealtime accommodation—a worthwhile investment for management since employee performance, especially that of women, generally improves in congenial surroundings. Better control of noise was also advocated.

Finally the report stresses that, since all workers stand to benefit from the achievement of these objectives, men as well as women might well support the Charter.

TEAMWORK in INDUSTRY

Absenteeism in the civic garage of the City of Calgary has been reduced 20 per cent and accident frequency more than 16 per cent since labour-management committee members decided to approach the two problems jointly.

Something had to be done about time lost through sickness. Some individuals, it appeared, were abusing the sick leave privilege, thus throwing a financial burden on the Sickness and Accident Fund and a work burden on fellow employees who had to make up the production loss.

After examination and discussion of the problem by the garage department's Labour-Management Production and Safety Committee, a system of interviewing, counselling and follow-up was introduced. Absenteeism fell from 858.5 days lost in the first half of a 12-months period to 680 in the second half. Labour and management spokesmen admit that the new system may not deserve all the credit, but they are encouraged with results nevertheless.

A new thoroughgoing accident reporting procedure introduced at the beginning of the same one-year period resulted in a drop of 16.8 per cent in the accident frequency rate.

Union representatives serving on the committee are members of Local 583, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (CLC).

* * *

The public interest must be kept in mind by both labour and management during their negotiations with each other, J. W. Dodds, general manager of Alberta Government Telephones, reminded delegates to the recent labour-management conference at the Banff School of Fine Arts in Banff, Alta. W. G. Urquhart, business manager of Local 348, International Brotherhood of Electrical Workers, warned them that the biggest mistake labour and management could make was to take for granted the continuing goodwill of people in general.

Mr. Dodds said that conferences of this sort were heralding "the beginning of what seems to be a new era in labour-management relations." Mr. Urquhart directed his closing

remarks to management delegates. "Give us the opportunity to learn with you," he said. "Give us help in reducing misunderstanding between us. Give your unreserved recognition of us as a partner in your destiny." In return, he said, labour would give its loyalty, strength, and "devotion to the ideal of service to the general public and to the democratic principles of our way of life."

Seventy-five union-management representatives attended the conference, plus ten invited guests. The latter included the Hon. Raymond Reiersen, Alberta Minister of Telephones and Labour; W. Paul Graham of the federal Department of Labour's Labour-Management Co-operation Service; Kenneth Pugh, Alberta Deputy Minister of Labour; Fred Whittle, Assistant Director of the Alberta Apprenticeship Board, Allan Metcalfe, Miss Dorothy Dairson and Joseph Taylor, all international representatives of the IBEW; Frank Bodie, President, Alberta Federation of Labour; Dr. Frank Anton and Prof. David Schonfield, University of Alberta; and Parket Kent, associate editor of the *Calgary Herald*.

* * *

Labatt Brewery Ltd., Montreal, has reported that employees in seven of its departments—brewing, bottling, power house, maintenance, shipping, garage and transportation, and offices—piled up 650,472 man-hours without a lost-time accident in the 12-month period ended December 1962. Because of this performance and the great improvement it represents over the accident prevention and safety record of previous years, the Quebec Industrial Accident Prevention Association has awarded the seven departments its certificate of safe workmanship. During the first five months of 1963, these same departments have maintained their lead, no lost-time accident having been registered as yet.

The company's delivery department suffered three lost-time accidents in 1962, but this was a substantial improvement over the eight recorded the previous year. The employees are members of Local 313, International Union of United Brewery Workers of America (AFL-CIO/CLC).

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board did not meet during May. During the month the Board received eleven applications for certification and one application for revocation of certification.

Applications For Certification Received

1. District 50, United Mine Workers of America, Local 13946, on behalf of a unit of building cleaners and maintenance men employed by Central Mortgage and Housing Corporation at its Belleville Terrace Project in St. Vincent de Paul, Que. (Investigating Officer: R. L. Fournier).

2. National Association of Broadcast Employees and Technicians, on behalf of a unit of continuity department employees of Niagara Television Limited, Hamilton, Ont. (Investigating Officer: A. B. Whitfield).

3. National Syndicate of the Employees of The Voice of the East, on behalf of a unit of employees of The Voice of the East, Limited, Granby, Que. (Radio Station CHEF) (Investigating Officer: R. L. Fournier).

4. National Harbours Board Police Association of Halifax, N.S., on behalf of a unit of policemen employed by the National Harbours Board, Halifax, N.S. (Investigating Officer: D. T. Cochrane).

5. International Union of Mine, Mill and Smelter Workers (Canada) Local 802, on behalf of a unit of employees of Consolidated Mining and Smelting Company of Canada, Limited, Pine Point, N.W.T. (Investigating Officer: D. S. Tysoe).

6. International Longshoremen's Association, Local 1657, on behalf of a unit of employees of various companies as represented by The Shipping Federation of Canada Inc., Montreal, Que. (Investigating Officer: R. L. Fournier).

7. District 50, United Mine Workers of America, Local 13946, on behalf of a unit of building cleaners and maintenance men employed by Central Mortgage and Housing Corporation at Les Appartements Boulevard Pie IX, Ville St. Michel, Que. (Investigating Officer: R. L. Fournier).

8. The Order of Railroad Telegraphers, System Division No. 7, on behalf of a unit of various system employees in Canada employed by the Canadian Pacific Railway Company, Montreal, Que. (Investigating Officers: C. E. Poirier and R. L. Fournier).

9. The Order of Railroad Telegraphers, System Division No. 43, and System Division No. 1, on behalf of a unit of various system employees in Canada except Newfoundland employed by the Canadian National Railways, Montreal, Que. (Investigating Officers: G. E. Plant and G. A. Lane).

10. The Order of Railroad Telegraphers, System Division No. 85, System Division No. 43, and System Division No. 1, on behalf of a unit of employees in the Telecommunications Department of the Canadian National Railways, Montreal, Que. (Investigating Officers: G. E. Plant and G. A. Lane).

11. The Order of Railroad Telegraphers, System Division No. 85, on behalf of a unit of various employees in Newfoundland employed by the Canadian National Railways, Montreal, Que. (Investigating Officers: G. E. Plant and G. A. Lane).

Application for Revocation Received

Radio Roberval Inc., Roberval, Que., applicant, and the Syndicate of Employees of Station CHRL, respondent. The application was for the revocation of the certification issued by the Board on May 8, 1958, in respect of a unit of employees of the company (L.G. 1958, p. 753).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During May, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian Broadcasting Corporation, and the National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae).

2. Canadian Broadcasting Corporation, and Building Service Employees' International Union (Locals 204, 308, 183 and 298) (Conciliation Officer: C. E. Poirier).

3. CKOV Limited, Quebec, and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

4. 918. Construction Company Ltd., General Enterprises Ltd., Dawson and Hall Construction Co., and Bennett and White, Whitehorse, Y.T., and Local 2499 of the United Brotherhood of Carpenters and Joiners of America (Conciliation Officer: D. S. Tysoe).

5. British Yukon Navigation Co. Ltd., Vancouver, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe).

6. Radio Lac St-Jean Limitée (CFGT) Alma, Que., and Le Syndicat des Employés de CFGT (Conciliation Officer: C. E. Poirier).

7. Vancouver Hotel Company, Limited, and International Union of Operating

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Engineers, Local 822; International Association of Machinists, Lodge 692; and International Brotherhood of Electrical Workers, Local 213 (Conciliation Officer: G. R. Currie).

Settlements by Conciliation Officers

1. 918 Construction Company Ltd., General Enterprises Ltd., Dawson and Hall Construction Co., and Bennett and White, Whitehorse, Y.T., and Local 2499 of the United Brotherhood of Carpenters and Joiners of America (Conciliation Officer: D. S. Tysoe) (see above).

2. Atomic Energy of Canada Limited, Chalk River, Ont., and The Atomic Energy Allied Council (Conciliation Officer: F. J. Ainsborough) (L.G., June, p. 505).

3. Canadian Pacific Air Lines, Limited, Vancouver Airport (Flight Kitchen Section at Sea Island), and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L.G., June, p. 505).

4. National Harbours Board, Saint John, N.B., and National Harbours Board Police Association (Port of Saint John) (Conciliation Officer: H. R. Pettigrove) (L.G., June, p. 505).

5. Capital Window Cleaners Limited (Halifax International Airport), and Local 506 of the Building Service Employees' International Union (Conciliation Officers: D. T. Cochrane and H. R. Pettigrove) (L.G., Feb., p. 144).

6. Robin Hood Flour Mills Limited, Moose Jaw, Sask., and Local 201 of the United Packinghouse, Food and Allied Workers (Conciliation Officer: J. S. Gunn) (L.G., May, p. 396).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in April to deal with a dispute between Canadian National Hotels, Limited (Charlottetown Hotel, Charlottetown, P.E.I.), and Canadian Brotherhood of Railway, Transport and General Workers (L.G., June, p. 505) was fully constituted in May with the appointment of K. L. Crowell of Bridgetown, N.S., as Chairman. Mr. Crowell was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Frederick A. Large, Q.C., of Charlottetown, and Perry Ronayne of Dartmouth, N.S., who were previously appointed on the nomination of the company and the union, respectively.

Conciliation Board Report Received

The Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont., and Brotherhood of Railroad Trainmen (L.G., Feb., p. 144). The text of the report is reproduced below.

Board Report of Settlement Received

Faraday Uranium Mines Limited, Bancroft, Ont., and Local 1006 of the International Union of Mine, Mill and Smelter Workers (L.G., May, p. 397). The text of the report is reproduced below.

Settlement After Conciliation Board Procedure

The Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont., and Brotherhood of Railroad Trainmen (see above).

Settlement Before Board Fully Constituted

Robin Hood Flour Mills Limited, Saskatoon, and Local 342 of the United Packinghouse, Food and Allied Workers (L.G., May, p. 396).

Technical and Vocational Training Advisory Council

(Continued from page 560)

The Committee urged that consideration be given to the possibility of introducing a similar experiment in the construction industry. A suitable month in each year, to be determined by the industry, might be set aside for day-release training or upgrading in co-operation with government.

Another recommendation was that employers or plants be urged to notify the

National Employment Service in advance of major planned changes that would involve layoffs or other manpower adjustment. This would make it possible to undertake training or upgrading programs in time.

Accelerated training, as practised in various European countries, should be investigated, the Committee suggested.

Report of Board in Dispute between

The Algoma Central and Hudson Bay Railway Company and Brotherhood of Railroad Trainmen

During May, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between The Algoma Central and Hudson Bay Railway Company and Brotherhood of Railroad Trainmen.

The Board was under the Chairmanship of W. H. Dickie of Toronto. He was appointed by the Minister on the joint recommendation of the other two members, R. V. Hicks, Q.C., and Senator A. W. Roebuck, Q.C., both of Toronto, nominees of the company and union, respectively.

The Report is reproduced here.

The Board of Conciliation consisting of Mr. R. V. Hicks, Q.C., company nominee; the Honourable A. W. Roebuck, Q.C., union nominee; and Mr. W. H. Dickie, Chairman, met with the parties at Sault Ste. Marie on February 12 and 13 and again at Toronto on April 4, 1963.

Appearing for the company were: Mr. J. A. Thompson, Assistant General Manager; Mr. H. R. Wootton, Superintendent.

Appearing for the union were: Mr. W. P. Kelly, Vice-President B.R.T.; Mr. C. E. McLelland, General Chairman; Mr. E. F. Jones, General Committee; Mr. W. C. Smith, Vice-Chairman.

The Algoma Central & Hudson Bay Railway Company is a privately owned common carrier operating between Sault Ste. Marie and Hearst, a distance of 296 miles; and between Hawk Junction (mile 165) and Michipicoten Harbour, a distance of 26 miles, all within the province of Ontario.

This dispute involves 70 full- and part-time employees of this railroad, employed as conductors, brakemen, baggage-men and yardmen covered by collective agreement which expired May 31, 1961. It has been customary over the years to defer negotiations until settlement was reached on the major railways. This procedure again was mutually agreed upon between the parties.

On June 9th, 1962 the CNR and the Brotherhood arrived at agreement and in October 1962 the CPR and the Brotherhood completed their collective agreement.

Following their meeting on June 26, 1962 the organization requested conciliation services. Meetings were held by the conciliation officer on September 19, 20, 21 and again on November 28, 1962, which did not result in settlement of the dispute. The conciliation officer, in his report recom-

mending a Board of Conciliation be established, commented that the union had requested 60 changes and the company asked for 24 changes; and that, while some progress was made, the parties wished to revert back to their original submissions.

In this framework, the Board met the parties on February 12, 1963.

The Brotherhood, through their Vice-President, W. P. Kelly, and General Chairman C. E. McLelland, read to the Board a chronology of wage and rules negotiations between the parties and a brief outlining all of the original items in dispute. In addition, Mr. C. E. McLelland has written a letter dated April 9 to the Chairman of the Board with regard to the position taken by their committee at our meeting of April 4.

The company also presented a brief, read by Mr. J. A. Thompson, Assistant General Manager, in which the company stated that it had committed itself to the same wage settlement as the major railroads and since adopted on other smaller roads, provided favourable consideration be given to certain changes on working rules requested by the company. The four changes requested by the company were:

1. *Article 1A*—Revise conductors' passenger rate to conform with CNR rate.

2. *Article 1A*—Delete reference to way-freight rates for all trains other than passenger on the Michipicoten subdivision.

3. *Article 9A*—Revise to the extent that the arbitrary payment of thirty minutes at initial terminal is deleted; revise Article 10B to the extent that the arbitrary payments of fifteen minutes (or thirty minutes for backing in) at final terminal are deleted.

4. *Article 15*—Revise to provide that the arbitrary allowance of thirty minutes for scaling cars at Tremblay will not apply

to crews being compensated on an hourly basis.

It is the opinion of the Board, after careful analysis of the submissions and oral discussions with the parties, that detailed argument on each of the items would not be helpful to the final resolution of this dispute. The simple facts are that a memorandum of settlement designed by the conciliation officer as a fair settlement of the issues in dispute had been rejected by the parties.

The Board in their efforts to mediate the dispute examined each of the issues and also the reasons for non-acceptance of the proposal put forward by the conciliation officer. At the conclusion of two days of intensive discussions the Board in its mediation efforts had secured the following positions from each of the parties on February 13.

The Brotherhood position as of February 13, 1963—

1. CNR wage settlement (including mileage limitation and health & welfare contribution)
2. Items 1-7 Appendix I agreed
3. Mutually agreed 8-12 Appendix I
4. Tentative mutual agreement 13-16
5. Item "17"—Baggagemen (handling mail) rate still outstanding
6. Agreed—Company to supply Coleman lamps in Vans. Spare Vans to be supplied with set of dishes.
7. Company to provide letter of understanding to Brotherhood eliminating switching in yards with hoist.
8. Brotherhood agreed to Company proposal to delete reference to wayfreight rates for all trains other than passenger on the Michipicoten subdivision.

The Company position as of February 13, 1963—

1. Red circle conductors' passenger rate for four most senior men
2. Union to accept company proposal #3 re deletion of arbitrary payments at initial and final terminals
3. Union to accept company proposal #4 re change in arbitrary payment for scaling cars at Trembley
4. Item 17—Baggagemen (handling mail) rate to be finalized between parties.
5. Increase effective June 1, 1961—1%
Dec. 1, 1961—1%
June 1, 1962—1½%
Dec. 1, 1962—4½%

6. Health & welfare contribution to be shared 50-50 by company and union (some clarification required)
7. Collective agreement to expire December 31, 1963.

At the conclusion of our efforts on February 13 the three remaining issues separating the parties were Company proposals 1, 3 and 4 shown above.

It is regrettable that after these intensive negotiations settlement was not reached. However, the Board adjourned, asking both parties to reconsider and re-assess their positions. The members of the Board likewise gave consideration to the serious situation confronting the parties and reconvened a further meeting at Toronto on April 4, 1963.

At that meeting the Board reviewed with the parties their position on February 13. In the interest of reaching a settlement the Board recommended that as a basis of settlement the parties consider the following:

1. All prior agreed-upon items
2. Conductors' passenger rates to remain as in present agreement plus any general wage increase.
3. Eliminate payment of 15 minutes (or thirty minutes for backing in) at final terminal
4. Arbitrary allowance for scaling cars at Trembley will not apply to crews being compensated on an hourly basis.

This compromise settlement was unacceptable to the union committee and with regret we report we were unable to bring about settlement. The Board had given full consideration to their recommendations and it sees no reason to change them in this report, since under the terms of the proposed settlement the increases are made retroactive to the dates shown above and believing the terms to be fair and equitable to both parties under these unusual circumstances.

We urge the parties to reconsider and to accept the above recommendations.

All this respectfully submitted this 27th day of April, 1963 at Toronto.

(Sgd.) W. H. DICKIE,
Chairman.

(Sgd.) R. V. HICKS,
Member.

(Sgd.) A.W. ROEBUCK,
Member.

Report of Board in Dispute between

Faraday Uranium Mines Limited

and

International Union of Mine, Mill and Smelter Workers

During May, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Local 1006, International Union of Mine, Mill and Smelter Workers and Faraday Uranium Mines Limited, Bancroft, Ont.

The Board was under the Chairmanship of Trevor A. Smith, Willowdale, Ont. He was appointed by the Minister on the joint recommendation of the other two members, Alex Harris, Toronto and Drummond Wren, Agincourt, Ont., nominees of the company and union, respectively.

The Report, reproduced here, is unanimous and incorporates a Memorandum of Agreement signed by both parties in settlement of the dispute.

I have the honour to submit this Report of the Board of Conciliation, established under the relevant section of the Industrial Relations and Disputes Investigation Act, in respect of a dispute between the aforementioned parties.

I have been authorized by the other two members of the Board to submit and sign this Report unanimously on their behalf.

All sittings of the Board were held in Bancroft, Ontario, and Executive Sessions were held in Toronto, Ontario.

All items mentioned in the statement of matters referred to the Board have been

resolved to the mutual satisfaction of both parties.

All the other items discussed with the Board have been resolved to the mutual satisfaction of both parties.

Minutes of Settlement were signed on the 21st day of May, 1963 by the representatives of the company, the representatives of the union and the members of the Board.

This Report is respectfully submitted this 27th day of May, 1963.

(Sgd.) TREVOR R. SMITH,
Chairman, and on
behalf of the Mem-
bers of the Board.

Memorandum of Agreement

The representatives of Faraday Uranium Mines Limited and International Union of Mine, Mill and Smelter Workers, Local 1006, have agreed upon the following terms of settlement for a new collective agreement between them:

1. The Welfare Plan is to be improved, as soon as possible after written notice of ratification is received by the Company from the Union, so as to increase the present life insurance coverage from \$3,000.00 to \$4,000.00 and the S & A weekly indemnity amount of \$40.00 per week to \$45.00 per week. The Company shall bear the increased cost of these improvements.

2. The collective agreement effective April 1st, 1960, shall be the basis of the new agreement except as modified by this memorandum of agreement. The new collective agreement shall operate from June 1st, 1963 to September 30th, 1964.

3. It is understood the following clause will be included in the new agreement:

"When hiring employee for summer school vacations, the Company will grant

employees an equal opportunity with respect to an application for such temporary employment of their own relatives."

4. Clause 17.01 shall be modified to provide "up to three bulletin boards."

5. Clause 19.02 shall be added to provide "no change will be made in respect to the premiums under the group insurance coverage without the understanding of both parties to this agreement."

6. Effective June 1st, 1963, the Company's contribution to the Contributory Savings Plan will be increased from \$4.00 per month to \$7.00 per month, and the contribution required of employees shall be increased in the same amount.

7. Effective June 1st, 1963, there shall be a general wage increase across the board of 4¢ per hour.

8. In lieu of all claims for retroactivity, the sum of \$40.00 will be paid by the Company into the Contributory Savings Plan in behalf of each employee on the active payroll of the Company on September 30th, 1962 who is still on the active payroll of the Company on May 21st, 1963.

9. The final paragraph under "Schedule B" of the agreement, namely 2 (c), shall be revised insofar as it is necessary to provide the following conditions:

"In the event an employee is laid off by the Company on or after May 21st, 1963, and when recall from layoff is not anticipated by the Company, then such employee will receive a share of the Company's contributions to the plan which is equal to his own contributions."

The undersigned agree to the foregoing terms of settlement and further agree to recommend acceptance of same to their respective principals.

Dated at Bancroft, Ontario this 21st day of May 1963.

For the Company

H. Brodie Hicks

D. R. Wilson

J. A. Donnelly

For the Union

W. Longridge

M. Hoffman

H. Kuehnle

For the Board of Conciliation

Trevor R. Smith

Alex Harris

Drummond Wren

Canadian Railway Board of Adjustment No. 1 Releases Decisions in Two Recent Cases

The Canadian Railway Board of Adjustment No. 1 last month released its decisions in two cases, heard May 16 and 17.

The first dispute was over an engineer's claim that he had been wrongfully assessed demerit marks, and the second over the dismissal of a conductor for violation of Rule G.

The Board did not sustain the employees' contention in either case.

The two cases, Nos. 805 and 806, are summarized below.

Case No. 805—*Dispute between Canadian National Railways (Atlantic Region—Newfoundland Area) and Brotherhood of Locomotive Firemen and Enginemen* ex parte over an engineer's claim that he had been wrongfully assessed 20 demerit marks for failure to do switching when in snowplow service.

An engineer left Bishop's Falls with a train of empty flatcars to be placed at a loading track at Glenwood. As it was necessary to clear some snow from the loading track, the engineer and crew were told to pick up a snowplow at Notre Dame Junction, run it ahead of the engine as a plow extra to Glenwood, leave the flatcars there, clear the snow from the loading track, and then place the flatcars on that track for loading. After clearing the snow with the plow, the engineer refused to place the cars, on the ground that, in accordance with an article in the agreement, he was not required to do such switching. He was assessed 20 demerit marks for "failure to carry out instructions." The union contended that the 20 demerit marks had been unjustly assessed and should be cleared from the man's record.

The article in the agreement, which was quoted by both the union and the company, stated that engineers and firemen or helpers coming in from a snowplow trip would not be required to do any switching at terminals except, in the absence of a yard engine, to put their own train away; or at intermediate points, except when it was necessary to move cars in order to plow a track.

The union contended that as the train was in snowplow service from Notre Dame Junction to Glenwood, the engineer was not obliged to perform switching en route and was justified in declining to do so. Furthermore, his clothing was wet from snow sifting in during the run with the plow, and he was not in condition to do so.

The company contended that the engineer had no right to refuse to carry out instructions on the strength of his own private interpretation of the agreement. If he thought that there was a violation of the agreement, he should have carried out instructions, and then lodged a grievance according to the accepted procedure.

The company quoted an article of the agreement which stated that only the regularly constituted committee of the union had the right to interpret contracts on behalf of the employees.

The Board in its statement pointed out that the employee's statement of the dispute had been incorrect in saying that the engineer had been disciplined for "failure to do switching." He had in reality been disciplined for "failure to carry out instructions."

The Board did not sustain the employees' contention.

(Continued on page 616)

LABOUR LAW

Legal Decisions Affecting Labour

Quebec Court of Queen's Bench on two occasions finds writ of prohibition not applicable to Labour Relations Board rulings, Ontario Court of Appeal upholds ruling that carrier in interconnecting undertaking is within federal jurisdiction

In Quebec, the Court of Queen's Bench ruled that the granting by the Labour Relations Board of a consent to prosecute for breach of the strike provision of the Public Services Employees Disputes Act, being an administrative Act, is not subject to a writ of prohibition, and that in those circumstances a demand for such a writ could not impose on the Court the duty to consider the constitutional validity of the strike provision in the Act.

In another decision, the same Court quashed a writ of prohibition on the ground that when the Labour Relations Board, acting on an application for certification, decides that the employees of contractors and subcontractors are to be included in a unit appropriate for collective bargaining, such a decision is within the Board's jurisdiction and is not subject to a writ of prohibition.

In Ontario, the Court of Appeal upheld a ruling that a carrier engaged continuously and regularly in an interconnecting undertaking is within federal jurisdiction even when interprovincial and international activities are not the main or substantial part of its business.

Quebec Court of Queen's Bench . . .

...rules granting of permission to prosecute is administrative act that can't be stopped by writ

On May 10, 1962, the Quebec Court of Queen's Bench, dismissing an appeal from a judgment of the Quebec Superior Court, ruled that the Labour Relations Board in granting a consent to prosecute for a breach of the Public Services Employees Disputes Act was not acting as a judicial tribunal but was performing an administrative act which cannot be stopped by a writ of prohibition.

Further, the Court ruled that the matter of the constitutional validity of the provisions of the Public Services Employees Dis-

putes Act prohibiting strikes and imposing penalties for breach of these provisions, placed before the Court in support of a motion for a writ of prohibition, did not need to be considered by the Court in a situation where a writ of prohibition was not applicable.

Carier et Frères Ltée, which had been carrying on autobus transportation business under permit from the Transportation Board, is an undertaking within provincial jurisdiction to which, as operator of a public service, the Quebec Public Services Employees Disputes Act applies.

The Act provides in Section 5 that strikes or lockouts are prohibited in all circumstances. Section 7 states that any person declaring, instigating or participating in a strike or lockout is liable to a fine. Section 12 provides that no penal prosecution may be taken without a written authorization of the Labour Relations Board or the consent of the Attorney-General. Further, the Act provides for obligatory and final arbitration of disputes.

In March 1957 the company's employees had gone on strike and the company applied under Section 12 of the Act to the Labour Relations Board for permission to institute penal prosecution against some employees who were union officers. The Board granted consent to prosecute on March 21, 1957.

On April 9, 1957, the employees concerned were granted a temporary writ of prohibition ordering the Board to suspend the proceedings regarding the consent to prosecute. The arguments used by the employees to obtain the temporary writ of prohibition were the same as they relied on later in their motion for a permanent writ of prohibition before the trial judge, namely, that Sections 5 and 7 of the Act were *ultra vires* the provincial legislature and therefore unconstitutional. Then the Attorney-General intervened, asking the Court to

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

declare that Sections 5 and 7 of the Act were constitutional, legal and valid.

In January 1961, the trial judge dismissed the petition for a writ of prohibition but he did not adjudicate on or even discuss the issue of the constitutionality of Section 5. His reasoning was that, since the granting of permission to prosecute under Section 12 of the Act was an administrative act, the Board did not come within the scope of article 1003 of the Code of Civil Procedure, under which a writ of prohibition lies whenever a court of inferior jurisdiction exceeds its jurisdiction.

On appeal, the Court of Queen's Bench upheld the trial judge's ruling. It was contended before the Court that, since prohibition is the appropriate vehicle for bringing before the Superior Court the constitutionality of the law which an inferior court is on the point of applying, the trial judge should have discussed and disposed of this problem.

In rejecting this contention, Mr. Justice Casey stated that a writ of prohibition can be invoked only in certain cases and against certain courts; and while the class of cases in which it can be invoked has been broadened jurisprudentially by the inclusion, in some instances at the expense of *certiorari*, of those in which the issue of constitutionality is raised, the bodies against whom it may be directed are still limited to courts of inferior jurisdiction. In the case under review the Labour Relations Board did not qualify as such.

Further, Mr. Justice Casey was of the opinion that, even though there was no justification for the issue of a writ of prohibition, the Court could decide the issue of constitutionality of Sections 5 and 7 of the Act if the parties had joined in asking the Court to do so. The Labour Relations Board, however, being also a party to the dispute, as was its right, from the outset had insisted on abiding by the articles of the Code and had refused to proceed in this fashion.

When a party refuses to agree to an extension of Article 1003 of the Code of Civil Procedure, the Court, in the opinion of Mr. Justice Casey, is not justified in treating an unfounded demand for a writ of prohibition as a direct and permissible attack on the constitutionality of the statute. It was the right of the Attorney-General to intervene for the purpose of defending the constitutionality of the statute, but this did not compel or even entitle the trial judge to adjudicate on the constitutionality of the law if he was of the opinion that the parties were not properly before the Court.

Mr. Justice Taschereau was of the opinion that, since consent to prosecute under Section 12 of the Act was an administrative act, the Superior Court had no jurisdiction to intervene in the matter. As such a conclusion settled the issue before the Court, there was no need to express any opinion regarding the constitutional validity of the sections in question.

Mr. Justice Rivard held that Section 5 of the Act, which prohibits strikes or lockouts in all circumstances, and Section 7, which imposes a penalty on anyone who declares or instigates a strike or lockout or participates therein, are *intra vires* the provincial legislature.

The Court of Queen's Bench upheld the judgment of the Superior Court and dismissed the appeal. *Vassard et un Autre v. La Commission de Relations Ouvrières de Quebec, et Carier et Frères Ltée, et Le Procureur General de la Province*, (1963) R.J.B.R. January 1963, No, 1, p. 1.

Quebec Court of Queen's Bench . . .

... rules decision of Labour Relations Board in certification case cannot be challenged by writ

On December 11, 1962, the Quebec Court of Queen's Bench quashed a writ of prohibition and ruled that, in dealing with the application of a union for certification as a bargaining agent of a group of employees, the Labour Relations Board had jurisdiction to decide whether the employees of contractors or subcontractors carrying out the company's business were employees for the purposes of the Act, and came within the group which the union claimed to represent. Such decision is within the jurisdiction of the Labour Relations Board and cannot be challenged by a writ of prohibition.

On September 30, 1960, the United Brotherhood of Carpenters and Joiners of America applied under Section 6 of the Quebec Labour Relations Act to be certified as bargaining agent of the employees of the Canadian International Paper Company, except those automatically excluded by the Act. At the time certain of the company's operations were being carried out by contractors and subcontractors whose employees came within the group that the union claimed to represent. Being of the opinion that the union could not on these proceedings be certified as the representative of individuals not in the company's employ and contending that the individuals in question did not qualify as such, the company contested the petition.

To permit a decision on this issue, the parties agreed to suspend proceedings on the petition for certification and to dispose of the company's objection. This was done and on May 22, 1962, the Board, one member dissenting, dismissed the company's objection and ruled that, for the purposes of the Act, the employees of the contractors and subcontractors were the employees of the company.

The company, however, persisted in its contention that the workers involved were not its employees and that the Board had no jurisdiction to find them so and to certify the union as their bargaining agent. Furthermore, the company claimed that the Board exceeded its jurisdiction in holding the workers in question to be the company's employees and in proceeding with the application for certification, and that the Board erred as a matter of fact and of law in holding that the workers involved were the company's employees and not the employees of the company's contractors or subcontractors. On that basis the company petitioned the Court for a writ of prohibition that would order the Board and the union to suspend all certification proceedings.

On July 4, 1962, the Superior Court authorized the issue of a writ of prohibition, as requested; this judgment was appealed. In granting the writ of prohibition, the trial judge stated that the position of the Court was not to find out or to decide whether the company's contentions were true or whether the Board's decision was justified, but to examine whether the possibility of excess of jurisdiction on the part of the Board seriously existed and, if so, to enable the parties to have their respective claims decided by a Court. This was interpreted as meaning that, when a judge of the Superior Court is faced with a petition for a writ of prohibition, his function is limited to deciding whether the petitioner has made a *prima facie* case in law and in fact for the issue of the writ.

In the Court of Queen's Bench, Mr. Justice Casey pointed out that a writ of prohibition is resorted to when one wishes to prevent the doing of something that ought not to be done. The element of urgency is always present and for this reason the petitioner, at the first stage, is not asked to do more than make a *prima facie* case. But the facts of a case are only half the story. There remains the question of law: that the facts, assuming them to be established, disclose an excess of jurisdiction. This is a matter that can be fully argued and that should be disposed of on the application for the issue of the writ.

Assuming that the Board for the purpose of the case under review was a court of inferior jurisdiction within the meaning of Article 1003 of the Code of Civil Procedure, the company sought to prevent the Board from proceeding with certification of a union, an act it normally could not do were it not for the Board's allegedly erroneous decision on the status of those employed by the contractors. Consequently, the question that arose on the application for the writ was whether the error complained of amounted to (1) an usurpation or assumption of a jurisdiction that the Board did not possess or to (2) no more than the wrong exercise of a jurisdiction that the Board did possess.

It was argued that the Board erred in treating the employees in question as employees of the company. Further, the company contended that if the law were properly read such a finding would be impossible. The conclusion was that the Board's reading of the law created in its own favour a jurisdiction that was denied to it by the Act.

This, in Mr. Justice Casey's opinion, indicated that the writ was a disguised appeal from the Board's decision. Bearing in mind that a writ of prohibition may not be used for this purpose and that the Act states that these decisions are not subject to appeal, the Appeal Court was left with one question: assuming that the Board misunderstood the facts or misinterpreted the law, did this mistake amount to an excess of jurisdiction?

In Mr. Justice Casey's opinion, the Board, faced with a petition for certification, has power to decide all issues necessary to the conclusion sought. This means that it must be empowered to decide whether the employees claimed by the union are, for the purposes of the Act, those of the employer and whether, having regard to all other requirements, the petitioning union is entitled to be recognized as a bargaining agent. It follows by the very nature of things that there will always be some dissatisfied parties claiming that an error was made. But that does not mean that each error of the Board implied an excess of jurisdiction.

The courts distinguish between a tribunal that acts without jurisdiction and one that goes wrong in law while acting within its jurisdiction. The situation in this respect is summarized in Halsbury's *Laws of England* (second edition, Vol. 9 (1933), n. 1493, p. 888) in a paragraph which applies to prohibition as well as to *certiorari*:

Where the proceedings are regular upon their face and the magistrates had jurisdiction, the superior court will not grant the writ of

certiorari on the ground that the Court below has misconceived a point of law. When the court below has jurisdiction to decide a matter, it cannot be deemed to exceed or abuse its jurisdiction, merely because it incidentally misconstrues a statute, or admits illegal evidence, or rejects legal evidence, or misdirects itself as to the weight of the evidence, or convicts without evidence.

Approving this statement, Greer L. J. in *R. v. Minister of Health* ((1946) 2 All E.R. 189) added:

Those are all matters of appeal. They are not matters in respect of which *certiorari* will lie, nor are they matters which can be brought before the court on this proceeding merely because the statute gives no right of appeal. We are not concerned with the policy of the statute. We are not concerned with whether it would be a good thing or a bad thing if a right of appeal had been given. We have only to see whether this order is good on the face of it and whether it is an order which it is within the jurisdiction of the tribunal to make.

The same distinction between errors that go to jurisdiction and those that are committed within a jurisdiction was made by the Supreme Court of Canada in *Segal v. City of Montreal* ((1931) S.C.R. 460 at pp. 472 and foll.). The same judgment warned that, while it is well-settled that an inferior court cannot give itself jurisdiction by misinterpreting a statute or by wrongly deciding the facts, it does not follow that this is what an inferior court does every time it makes a mistake. A similar position was taken by the Courts in *Canadian Ingersol Rand Co. Ltd. v. Commission de relations ouvrières de la Province de Québec* ((1961) Q.B. 97 at p. 102), *Henry Morgan and Co. Ltd. v. The Labour Relations Board of the Province of Quebec* ((1961) Q.B. 672, at p. 676), and in *Burlington Mills Hosiery Co. of Canada v. Commission de relations ouvrières de la Province de Québec* ((1962) Q.B. 469, at p. 478).

Referring to the case at bar, Mr. Justice Casey stated that if the Board committed an error when it decided that these individuals, for the purposes of the Act, were the

company's employees, then since it was acting in the discharge of the duty imposed on it—to determine whether the union was entitled to recognition—its error, if indeed it was an error, was committed while acting within its jurisdiction. The Board decided a question that was properly before it and its decision, right or wrong, was not "bad on its face." In these circumstances a writ of prohibition does not apply.

The Court of Queen's Bench, in a unanimous decision, allowed the appeal and ruled that the writ of prohibition should be quashed. *La Commission de relations ouvrières de la Province de Québec v. Canadian International Paper Company and La Fraternité Unie de Charpentiers et Menuisiers d'Amérique*, (1963) R.J.B.R., March 1963, No. 3, p. 181.

Ontario Court of Appeal . . .

...holds that carrier engaged in interconnecting undertaking falls within federal jurisdiction

On March 15, 1961, the Ontario Court of Appeal upheld the judgment of Mr. Justice McLennan of the Ontario High Court who, on August 2, 1960, held that a carrier engaged in an undertaking which continuously and regularly connected Ontario with Quebec and extended beyond the limits of Ontario fell within Section 92(10)(a) of the B.N.A. Act, thus being subject to the federal Industrial Relations and Disputes Investigation Act, and that the federal jurisdiction was not affected by the fact that its interprovincial and international business was not the main or substantial part of the carrier's undertaking. Consequently, Mr. Justice McLennan issued an order prohibiting the Magistrates in Toronto from conducting any proceedings against the company under the Ontario Labour Relations Act (L.G. 1961, p. 159).

On appeal, the Ontario Court of Appeal dismissed the appeal without delivering written reasons. *Re Tank Truck Transport Ltd.* (1963) 36 D.L.R. (2d) Part 9, p. 636.

Industrial Fatalities (Continued from page 596)

11 involved automobiles and trucks; 4 involved railways and 3 involved tractors and loadmobiles.

Sixteen fatalities were caused by conflagrations, temperature extremes and explosions.

The remaining 45 fatalities were distributed among those types of accidents as follows: 15 were the result of being caught in, on or between; 14 were the result of inhalations, absorptions, asphyxiations and

industrial diseases; 10 were caused by electric current; 2 by overexertion; and 4 were under the heading "miscellaneous accidents".

By province of occurrence, the largest number of fatalities, 66, was in Ontario. In British Columbia there were 50, in Alberta 25, and in Quebec 18.

During the quarter, there were 70 fatalities in January, 50 in February and 70 in March.

Recent Regulations, Federal and Provincial

P.E.I. issues first general minimum wage order for men. B.C. revises order for resort hotels. Manitoba lays down licensing standards for electricians

In Prince Edward Island, a new general order for male workers set a minimum wage of 90 cents an hour with provision for increases at six-month intervals to 95 cents and \$1 an hour.

In British Columbia, employees in resort hotels in unorganized territory during the summer season were made subject to the \$1-an-hour minimum rate provided by the hotel and catering industry order.

New regulations under the Manitoba Electricians' Licence Act set out requirements for eight classes of electricians' licences.

Other regulations dealt with apprenticeship in Newfoundland and prevailing rate employees in the federal Civil Service.

FEDERAL

Financial Administration Act

A consolidation of the prevailing rate employees general regulations was gazetted May 8 to take effect from April 1. The new regulations (SOR/63-141) include a new section dealing with casual employees in the federal Civil Service.

Casual employees are defined as persons, other than seasonal employees, who are required to perform duties for a period of six months or less.

The rate of pay for a casual employee is to be determined by the appropriate deputy head but may not exceed the greater of (i) the rate contained in the Fair Wage Schedule of the Department of Labour for the class of work performed in the area of employment, or (ii) the rate determined by the Department of Labour as being the rate of pay prevailing in the area for his kind of work or for work of a comparable nature.

The normal number of hours of a casual employee will also be prescribed by the deputy head.

PROVINCIAL

British Columbia Male and Female

Minimum Wage Acts; Hours of Work Act

An order of the British Columbia Board of Industrial Relations gazetted on May 16 extended the application of the hotel and catering industry order (L.G., Jan., p. 62) to resort hotels in unorganized territory during the summer season, except for certain provisions. The new order (B.C. Reg. 76/63) replaces a 1952 order that set out special hours, overtime and weekly rest provisions for resort hotels.

As a result of the new order, experienced employees employed in resort hotels during the period June 1 to September 30 must be paid a minimum wage of \$1 an hour. Employees with less than three months experience in the hotel and catering industry must be paid at least 85 cents an hour the first month, 90 cents the second and 95 cents the third. They are not entitled to a daily guarantee, however.

The new order does not limit hours but a complementary regulation under the Hours of Work Act (B.C. Reg. 72/63), which was gazetted the same day, again permits employees in resort hotels in unorganized territory to work up to 10 hours in a day and 52 hours in a week during the period June 1 to September 30 each year. The minimum wage order stipulates, however, that such employees must be paid one and one-half their regular rate after 40 hours in a week instead of after 44 as formerly.

Employees in resort hotels must as before be given a weekly rest of 24 hours unless the Board approves a different arrangement. In other branches of the hotel and catering industry employees are entitled to a weekly rest of 32 hours.

The prohibitions in the hotel and catering order against deductions for accidental breakages and excessive charges for board and lodging apply also to resort hotels, as do the provisions requiring employers to provide restroom and washroom facilities. Employers also must comply with the provisions respecting semimonthly pay, the keeping of records and the posting of orders.

The new order applies only to resort hotels in unorganized territory. It does not cover hotels in the cities, towns, villages, districts and local districts listed.

Another order of the Board gazetted on May 2 (B.C. Reg. 63/63) exempted blind employees of the Canadian National Institute for the Blind who are eligible for registration with the Institute from the Male and Female Minimum Wage Acts.

Manitoba Electricians' Licence Act

Manitoba proclaimed in force on June 1, 1963 the 1962 amendments to the Electricians' Licence Act which, among other matters, provided for major changes in the licensing of electricians in view of the increased specialization in the electrical trade. In order to implement these changes,

Man. Reg. 26/63 respecting licences, standards, inspections and fees came into force on the same day, repealing Man. Reg. 47/57 (L.G. 1957, p. 1091).

Gazetted on April 6, the regulations are in two parts. Part I sets out the requirements concerning licensing and examinations; Part II, installation requirements.

Electricians' Licences

Previously, the Minister of Labour issued three types of electricians' licences under authority of this Act: a journeyman's licence, a limited licence, and a special licence. Now he may issue nine types of electricians' licences. The Act sets out the qualifications required by an applicant for one of these types, a master electrician's licence; the new regulations, the qualifications required for the other eight types.

An applicant for a master electrician's licence must have held a journeyman electrician's licence for at least two years, and have passed the examination on electrical design and layout prescribed by the Electricians' Licensing Board, authorizing him to do any electrical work.

The regulations prescribe four different ways in which an applicant may qualify for a journeyman's licence. One of these requires him to have completed five years of apprenticeship under the Apprenticeship Act. Alternatively, he must have had at least six years of practical experience in electrical work as a helper under the direct supervision of a journeyman, and have completed a study course acceptable to the Board. Another alternative requires him to hold a limited construction electrician's licence, to have had practical experience as such in electrical work, and in addition to have completed a study course acceptable to the Board. Also, he may qualify if he has special qualifications in electrical engineering and practical experience in the electrical trade that the Board considers are the equivalent of one of three requirements set out above.

An applicant for a limited construction electrician's licence must have one year of practical experience in electrical work acceptable to the Board, as a helper either to a journeyman or to the holder of a limited construction electrician's licence; practical experience in electrical work that the Board considers equivalent is an acceptable alternative.

An applicant for a limited maintenance electrician's licence must have been employed in the repair and maintenance of electrical equipment in an industry for at least two years or have been a journeyman electrician's helper for two years; in lieu of either of these, he must satisfy the

Board that his qualifications are sufficient for the electrical work to be performed on the premises where he is employed.

An applicant for a limited appliance repair licence must have had at least two years of experience in the repair of electrical appliances; or alternatively, he must have completed an approved study course and have had practical experience in electrical work satisfactory to the Board.

An applicant for a limited specialized trade electrician's licence must be employed as a tradesman and satisfy the Board that he has sufficient qualifications and practical experience in working on the electrical components of installations in that trade.

The regulations now specify that no person to whom the Act applies may service or repair radio or television equipment normally used for domestic purposes only, unless he holds an electronic equipment serviceman's licence, of which there are two types, radio, and radio and television.

An applicant for an electronic equipment serviceman's licence (radio) must have at least two years of practical experience in the repair and servicing of radio equipment, or have one and one-half years of such experience and have completed a study course acceptable to the Board; otherwise, he must have other equivalent experience satisfactory to the Board.

An applicant for a journeyman electrician's temporary licence must hold a licence issued by a recognized licensing authority outside the province certifying to equivalent or higher standing than a journeyman electrician's licence issued under the Act. In addition, he must satisfy the Board that he has sufficient qualifications to do the work authorized.

Electronic Equipment Serviceman's Licence

There are four means of qualifying for an electronic equipment serviceman's licence (radio and television). One of these is that an applicant must have an electronic equipment serviceman's licence (radio) and at least one year of practical experience in the repair and servicing of television equipment; if he has completed a study course acceptable to the Board, the practical experience required is reduced to six months. An acceptable alternative is three years of practical experience in the repair and servicing of radio or television equipment, at least one year of which has been acquired in respect of television equipment. An applicant's qualifications are also acceptable for this licence if, after completing a study course approved by the Board, he has credit for practical experience up to a maximum of one and one-half years and at least six months of practical experience

in the repair and servicing of television equipment, together with whatever further practical experience the Board requires.

Examinations

A new requirement concerning examinations provides that an applicant who fails to pass an examination may not apply to write another examination until 90 days have elapsed after writing the previous one. Formerly, he could write the next regular examination. Also, an applicant who fails to pass more than two examinations will now be required to satisfy the Board that he has acquired further knowledge or experience before he becomes eligible for re-examination.

A licensee who fails to renew his licence for four or more years will now be required to pass a new examination or to satisfy the Board that he has been continuously occupied as an electrician during the period. He must also pay either the licence renewal fees for the period or \$25, whichever is the lesser amount. Formerly, if a licensee failed to renew his licence for a period not exceeding three years, he had to pay the renewal fees for the period. If he failed to renew his licence for three or more years, he had to pass another examination in order to get a licence.

A person who has been absent from the electrical trade for ten or more years will now have to pass a new examination to get a licence; previously, the regulations specified five or more years.

As previously, the Minister of Labour is authorized also, on the recommendation of the Board, to issue a licence to a person who holds a similar licence issued by any other recognized licensing authority.

A licence will now be valid for the period shown on it, and must show its expiry date. Previously, a licence expired at the end of the calendar year in which it was issued.

Authority has now been given to the Board to suspend licences, under circumstances specified in the regulations, for a period of 30 days, at the end of which time the suspension expires, unless the Minister has confirmed the suspension or cancelled the licence. Previously, only the Minister had authority to suspend a licence.

Part II of the regulations sets out installation requirements mainly similar to those previously in effect. It is now stated specifically, however, that no person may do electrical work without first submitting an application for a permit in Form "A" to the Chief Inspector, giving a complete description of the work to be done. The regulations previously required the licensees

to submit Form "A" before the work was completed. A table of permit fees is included.

The C.S.A. Canadian Electrical Code, C22. 1-1962, Part I (Eighth Edition) is adopted as a minimum standard for electrical work.

Newfoundland Apprenticeship Act

In Newfoundland, the Provincial Apprenticeship Board, in an order gazetted May 28, added the following to the list of apprenticeable trades: machinist (machine plant), steel and plate worker (machine plant), electrician (armature winder) (machine plant), welder (machine plant).

Another order gazetted the same day approved a plan for training apprentices in these four trades in McNamara Industries Limited. This plan, which will apply in the company's machine, steel and plate fabrication plant, was prepared by the Apprenticeship Advisory Committee, which is composed of representatives of management of the company and members of the International Association of Machinists, the union representing the employees of the firm.

P.E.I. Male Minimum Wage Act

The Prince Edward Island Labour Relations Board has issued its first general minimum wage order establishing a minimum wage of 90 cents an hour for men with provision for increases to 95 cents an hour on November 1 and to \$1 an hour on May 1, 1964. The new order, which was approved by Minute-in-Council 310/63, went into force on May 25, the date of publication.

This order replaces an order of August 1962 that set a minimum of \$1 an hour for male employees in Charlottetown and Summerside (L.G., Oct. 1962, p. 1192). This earlier order was suspended on September 6 to enable the Board to consider further representations.

The new order covers all male workers in the province except farmers, fishermen, persons employed in grading, bagging or packaging potatoes on farms, students employed during the school term outside school hours, persons under the age of 21 years, employees whose wages are fixed by an existing collective agreement under the Trade Union Act or the Industrial Relations Act, provincial government employees who are eligible for membership in the Civil Servants Association, and registered apprentices.

In line with the practice in other jurisdictions, the order provides for some exceptions from the general minimum. New

employees, other than seasonal or casual workers, may be paid at a lower rate for a period of 60 days from the date of hiring, after which time the regular minimum applies.

A minimum wage of 80 cents an hour with no provision for increases is also established for persons employed in food processing plants.

Handicapped employees receiving disability pensions who are not employed full time or whose output is below normal are to receive a wage which, when combined with the amount of the pension, is equivalent to the minimum hourly wage established by the order.

All time spent by the employee on the premises of the employer or elsewhere as directed, either at work, waiting for work,

available for work or on call, is to be counted as time worked and must be paid for at the full hourly rate.

Quebec Minimum Wage Act

The Quebec Minimum Wage Commission has temporarily suspended the application of the provisions in the order for municipal and school corporations dealing with minimum wages of caretakers. These provisions set a minimum of \$50 a week for caretakers continuously supervising an establishment who are provided with free lodging on the premises and of \$70 a week for those who are not provided with free quarters.

The suspension order was gazetted June 1 to remain in force for four months from date of publication.

New Hazardous Occupations Order in U.S.

Order No. 17 declares most excavation occupations too hazardous for minors, prohibits employment of persons under 18 years of age in such occupations

An order under the United States Fair Labor Standards Act prohibiting the employment of minors under 18 years in most excavation occupations was announced by the Secretary of Labor, W. Willard Wirtz, on April 9. The new order, Hazardous Occupations Order No. 17, went into force on May 9, superseding state regulations that are less restrictive.

The new order was issued after the customary investigation and hearing. The Labor Department's Bureau of Labor Standards made a study of excavation work with the aid of technical advisers from state labor departments, management, labor, insurance and professional safety groups. It found that most excavation occupations were particularly hazardous for minors and recommended that an age restriction be imposed. No opposition to the proposal was raised at the public hearing in February.

In line with the Bureau's findings, the new order fixes an 18-year minimum for employment in the following occupations in excavation work, subject to certain exceptions: (1) excavating, working in, or backfilling (refilling) trenches; (2) excavating for buildings or other structures or working in such excavations; (3) working within tunnels prior to the completion of all driving and shoring operations; (4) working within shafts prior to the completion of all sinking and shoring operations.

Persons under 18 may, however, engage in some types of excavation work. The employment of 16- and 17-year-old minors is permitted in the manual digging and backfilling of trenches not more than four feet deep or in work in trenches not exceeding such depth.

A similar exception applies to excavations for buildings or other structures. Persons 16 or 17 years of age may be employed in manually excavating to a depth not exceeding four feet below any ground surface adjoining the excavation and may work in an excavation not exceeding such depth. Persons in this age group may also work in completed excavations provided the side walls are shored or sloped to the angle of repose.

The new order also permits the employment of 16- and 17-year-old minors in tunnels and shafts after driving, sinking and shoring operations have been completed.

In addition to the above exceptions, the order permits the employment of 16- and 17-year-old apprentices and student-learners in the restricted occupations under specified safeguards. An apprentice 16 or 17 years of age who is employed in an apprenticeable trade may, intermittently and for short periods, engage in excavation work provided the work is carried on under the direct and close supervision of a journeyman as a

necessary part of his apprenticeship training. The apprentice must also be registered by the Bureau of Apprenticeship and Training of the United States Department of Labor or a recognized state agency or be employed under a written apprenticeship agreement under conditions that conform substantially to federal or state standards.

A student-learner 16 or 17 years of age may be employed in excavation work only if he is enrolled in a course of study and training in a co-operative vocational training program under a recognized educational authority or in a substantially similar course conducted by a private school.

The student-learner must be employed under a written agreement that provides that any hazardous excavation work he may be required to do will be incidental to his training, will be intermittent and for short periods of time and will be performed under the direct and close supervision of a qualified and experienced person. Safety instruction must be given by the school and

must be correlated by the employer with on-the-job training. A schedule of organized and progressive work processes to be performed on the job must be prepared.

Every written agreement must show the name of the student-learner and must be signed by the employer and the school co-ordinator or principal. Copies of every agreement are to be kept by the school and the employer. If reasonable precautions are not taken to ensure the safety of minors, the exemption for student-learners may be revoked.

The new hazardous occupations order applies to employment in interstate or foreign commerce or in the production of goods for such commerce or in certain large enterprises so engaged.

The last hazardous occupations order (No. 16) to be issued went into force in February 1962 and prohibited the employment of young persons between 16 and 18 years of age in roofing occupations (L.G., Apr. 1962, p. 456).

Canadian Railway Board of Adjustment

(Continued from page 607)

Case No. 806—*Dispute between Canadian Pacific Railway Company (Eastern Region) and Brotherhood of Railroad Trainmen concerning the dismissal of a conductor for violation of Rule G and other rules.*

A conductor, while in charge of a train, was intercepted by an assistant superintendent, was withheld from service, and after investigation was dismissed for violation of Rule G and other rules of the Uniform Code of Operating Rules. Contending that a violation of Rule G had not been proved by the evidence, the union requested the conductor's reinstatement without loss of seniority. The company declined the request.

The company in its contention stated that the assistant superintendent, who was on another train, had noticed that the conductor, whose train had stopped to do

switching, was not acting in a normal manner and had every appearance of being intoxicated. The conductor admitted, the superintendent said, that he had consumed intoxicants the night before. He was immediately removed from service. A doctor was called, and he examined the conductor about an hour after his condition had first been noticed. The doctor's diagnosis, given in a written report produced by the company, was "intoxication."

After investigation in accordance with the agreement, the conductor was dismissed for being in unfit condition to perform properly his duties as conductor of his train, for violation of Rule G, and for failure to perform properly certain specified duties.

The Board did not sustain the contention of the employees.

UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Claimants for benefit at end of April fewer by 120,000 than number at end of March, statistics* show. Unemployment Insurance Fund exhausted during month

Claimants for unemployment insurance benefit numbered 565,900 on April 30. This was about 120,000, or 17.5 per cent, fewer than the total of 685,300 at the end of March but almost the same as on April 30 last year, when there were 564,500 claimants.

It is estimated that about 165,000 persons ceased to claim either regular or seasonal benefit and returned to work during the month.

Two thirds of the claimants at the end of the month had been claiming benefit continuously for between 15 and 16 weeks. Most of the remainder began to claim during the month.

On April 30, men made up 80 per cent of those on continuous claim for from 1 to 26 weeks, but little more than 60 per cent of those on claim for 27 weeks or more.

Initial and Renewal Claims

Initial and renewal claims filed in April numbered 175,600, representing a drop of 20,000 compared with March, and of about 6,000 compared with April 1962.

About 118,000, or two thirds, of the total in April this year arose out of separations from employment during the month. In March, the proportion was 70 per cent.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in April was estimated at 582,000, compared with 589,700 in March and 556,300 in April 1962.

Payments during the month amounted to \$57,600,000, compared with \$61,300,000 in March† and \$51,600,000 in April last year.

* See Tables E-1 to E-4, page 645.

† Supplementary payments for the month were included in the total for March; usually they would have been added to the total for the next month.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

The average weekly payment was \$24.73 in April, \$24.75 in March, and \$24.43 in April 1962.

Insurance Registrations

Since the annual renewal of insurance books this year took place during May, the usual statistics on the number of insurance books and contribution cards issued to employees for the month ended April 30 are not available. They will be given in the next issue, and since the figures are cumulative, they will include all new entrants to the insured population since April 1.

The number of registered employers on April 30 was 336,918, a decrease of 507 since March 31.

Enforcement Statistics

During April, 11,300 investigations were conducted by enforcement officers across Canada. Of these 7,318 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 250 were miscellaneous investigations. The remaining 3,732 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 188 cases, 44 against employers and 144 against

claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 2,001.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in April totalled \$24,514,-983.07†, compared with \$28,365,629.94 in March and \$23,754,550.44 in April 1962.

Benefits paid in April totalled \$57,583,-099.96†, compared with \$61,300,599.60 in March and \$51,656,056.36 in April 1962.

The *debit* balance of the Fund on April 30 was \$23,002,673.71†; on March 31 there was a *credit* balance of \$6,507,869.81 and on April 30, 1962 of \$38,696,545.87. The deficit in April this year was covered by loans from the Minister of Finance.

Monthly Report on Placement Operations of the National Employment Service

Vacancies notified by employers to National Employment Offices during May totalled some 145,900, of which 100,800 were vacancies for men. Total vacancies notified during May decreased from the same month last year by 13.6 per cent.

Some 523,300 vacancies were notified to local employment offices during the first five months of 1963, compared with 570,100 in the same period in 1962, and 443,400 in 1961.

Placements effected through National Employment Offices during May totalled some 121,000, a decrease from last year of 25,000, or 17.3 per cent. Placements of men during May amounted to 88,800, down from last year by 17.7 per cent, and placements of women decreased by 16.4 per cent to a total of 32,200.

Some 7,000 or 5.8 per cent of the placements effected during May involved the movement of workers from one local office

area to another. These movements were smaller in number than during May last year but represented a higher proportion of total placements.

Regionally, May placements, with percentage changes from May 1962, were as follows:

Atlantic	9,900	—21.6
Quebec	39,200	—12.8
Ontario	39,900	—21.4
Prairie	22,600	—20.6
Pacific	9,400	— 2.4

Total placements effected during the first five months of 1963 amounted to some 412,300, a decrease of 11.7 per cent from the corresponding period in 1962 but higher than 1961 by 12.7 per cent. With the exception of last year, placement activity remains higher than in any other postwar year.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2146, April 24, 1963

Summary of the Main Facts: The claimant, 64 years of age, filed an initial application for benefit on October 1, 1962. He stated in the application that he had worked for a sugar refinery in Saint John from 1919 to September 27, 1962, when his employment terminated. He said he was in the occupation of stationary engineer and his rate of pay was \$72 a week.

He explained his separation as follows:

Discharged—pensioned off. Compulsory retirement age. Pension starting first of January 1963. I am on a salary of \$236 per month from now till the 1st of January 1963. Due to the new equipment at the sugar refinery, the

job I was doing was dispensed with. I was offered another oil firing job and due to my age, they considered it not feasible to break me in on this job but rather break a younger man in. So I was retired on salary until the first of the year when my pension begins.

In the confirmation of separation (Form UIC 479), the employer stated that the claimant was "Pensioned" and that his weekly rate of wages was \$82. The next day the manager of the local office wrote to the employer and asked:

1. Was claimant retired by company or did he retire of his own free will?
2. Compulsory retirement age?
3. Did he accumulate leave credits, contribute to retirement fund, etc., during vacation period?

* These do not necessarily relate to the investigations conducted during this period.

† Figures for April this year are interim figures and are subject to revision.

4. Effective date of pension?
5. Did claimant receive monies after the last day actually worked?

The employer replied:

1. This employee was laid off for lack of work due to the fact that his job has been eliminated.
2. The normal retirement date under the Company's pension plan is the January 1st nearest to the employee's 65th birthday.
3. [The claimant] has contributed to the retirement fund and will continue to contribute until December 31st of this year.
4. [The claimant] will go on pension on January 1st, 1963.
5. In consideration of his years of service to the Company [the claimant] was given a severance allowance. This will be paid to him at the rate of \$236.07 per month until January 1st, 1963, when he goes on pension . . .

The insurance officer disqualified the claimant and suspended benefit from September 30 to December 29, 1962, for the reason that during this period it was considered that the claimant was on leave with pay and thus was not unemployed (section 54 (1) of the Act and Regulation 155 (5)). In addition, the insurance officer determined the claimant's earnings for each week in the period from September 30 to December 29, 1962, as \$54.48 (section 56 of the Act and Regulation 172). He notified the claimant of these two decisions in separate letters dated November 1, 1962.

In an effort to clarify one of the points involved, the local office on November 21 once again discussed the situation with the Personnel Manager. He re-emphasized that all considerations given to these employees were purely and entirely on a gratuitous basis, there being absolutely no condition or provision in the employees' contract of service implied or written which required the employer to grant these concessions.

"He reiterated further," the local office reported, "that each of the men could have taken a lump sum gratuity had he so desired but whereas the men decided to have a larger pension, if possible, to which the company agreed, the company granted the concession that they would continue to deduct retirement pension from the gratuitous payments of each man as a further consideration of the company.

"This consideration, however, in no way altered their position with the company; a definite separation took place immediately following the last day actually worked."

On November 21, the claimant appealed to a board of referees for the following reasons:

1. The last day worked with [the] sugar refinery was 29th Sept. 1962. I was laid off on that date and I am not subject to recall. I

have severed all connections with the company, other than a pension to which I am entitled.

2. I could have accepted the monies in question in a lump sum but chose to take it over a period of time in order to give myself a higher rate of pension.

3. I am not in receipt of my usual remuneration but am receiving part pay only.

4. I was told by the employer that the monies in question were a gratuity only and that they were not an implied or expressed part of the contract . . .

A board of referees heard the case in . . . on December 19, 1962. The claimant was neither present nor represented at the hearing. The unanimous decision of the board reads:

. . . After careful examination of the facts, the board finds that the claimant has no contract of employment with A----- Sugar Refineries and is not considered to be in receipt of earnings from payroll. Mr. S-----, Personnel Manager, has stated that the consideration given the claimant was purely and entirely on a gratuitous basis and that there was absolutely no condition or provision in the employee's contract of service implied or written which required the employer to grant these concessions. [The ----- Manager] also states that a definite separation took place immediately following the last day the claimant actually worked. In view of these statements, the board comes to the conclusion that the claimant must be considered as discharged from the company and therefore is deemed to be unemployed and not in receipt of earnings . . .

. . . The decision of the insurance officer is reversed. The claimant's appeal is allowed.

The insurance officer appealed to the Umpire on February 18, 1963, and said:

The board of referees erred in concluding that the claimant had become separated from his employment immediately following the last day on which he actually worked and allowing his appeal against the decision of the insurance officer. Section 54(1) of the Act and Benefit Manual 155(5).

Alternatively, the board erred in considering that the claimant was not in receipt of earnings from 30 September 1962 to December 29, 1962. Section 56 of the Act and Regulation 172 . . .

In a submission dated March 15 containing his grounds for appeal, the insurance officer said:

7. The evidence establishes that the claimant ceased work some three months before the effective date of his pension but continued to receive in the interval a regular income of \$236.07. Although the monthly payment of \$236.07 he thus received was somewhat inferior to his former rate of salary, it was nevertheless paid in accordance with the agreement made with the employer prior to retirement which provided also for the continuation of his services for pension purposes until 31 December 1962. It is submitted that, by virtue of such agreement, the claimant's contract of service continued and the stated rate of \$236.07 became his usual remuneration

for the duration of this new contract. Consequently, he is considered as fully working during each week between 30 September and 29 December 1962 (Reg. 155(5)).

8. Alternatively, it is submitted that, although released from active duty, the claimant continued in the employ of his employer pending the effective date of his transfer to pension, and that during that period he was on retirement leave and in receipt of payments in lieu of retirement leave credits. The fact that the retirement leave credits may be paid in a lump sum, as remarked by the employer, is immaterial. During such period it is considered that the employee continued in the service of his employer. There is evidence the employee contributed to the pension fund and that the period in question is taken into account for pension purposes; it can therefore not come under the exception provided by Reg. 172 (2) (f). Under the circumstances, monies received by the claimant are earnings which should be taken into account for benefit purposes.

Considerations and Conclusions: Inasmuch as the payments which the claimant received from his employer in respect of the period in question were made to him at the rate of \$54.48 a week, he cannot be said to have received "his usual remuneration for a full working week," that is, the remuneration he used to receive when he was performing services for "the number of hours, days or shifts normally worked in a calendar week by his grade, class or shift" at the premises at which he was employed. Consequently, the claimant's case is not one which can be dealt with under subsection (5) of Regulation 155, and I so decide.

Regarding the question whether or not the aforementioned payments were "earnings" within the meaning of subsection (1) of Regulation 172, the record shows that, as stated by the employer, those payments were made to the claimant "in consideration of his years of service to the Company" and, therefore, were in the nature of "an income arising out of his services" for that year. However, notwithstanding that an income may be of the kind described in that subsection, it does not necessarily follow that it must be considered as earnings. In fact, so far as is relevant, subsection (2) of Regulation 172 reads:

For the purpose of subsection (1) that portion of the income of a claimant that is derived from any of the following sources shall not be considered as earnings:

(f) bonuses, gratuities, severance pay or retirement payments payable at the time of, or after, the termination of the claimant's contract of service or prior thereto in contemplation of the termination . . .

In the present case, the employer stated that the payments made to the claimant were paid to him as "a severance allow-

ance," that they were "purely and entirely on a gratuitous basis" and that "there was absolutely no condition or provision in the employees' contract of service implied or written which required the employer to grant these concessions." Moreover, the record shows that the said payments were payable prior to and in contemplation of the termination of the claimant's contract of service.

In view of the foregoing, the payments made to the claimant by his employer in respect of the period in question were in the nature of an income which, according to subsection (2) (f) of Regulation 172, "shall not be considered as earnings" and I so decide.

I dismiss the insurance officer's appeal.

Decision CUB 2161, May 14, 1963

Summary of the Main Facts: The claimant filed a renewal application for benefit on May 8, 1962, and was registered for employment as a sewing machine operator. She had worked as a machine operator for a rug factory at a wage of \$23.60 a week from January 7, 1962 to May 4, 1962, when she was laid off because of a shortage of work. The claim was allowed effective May 6, 1962.

The claimant's benefits became exhausted and she filed a new initial claim on August 7, 1962, which was made effective August 5, 1962.

On September 25, the local office notified the claimant of continuing employment as a labourer with a textile manufacturer at the prevailing rate of pay in the district for that type of work, viz., \$20 a week to start. The hours of work were eight a day and 40 a week, shift work. The place of employment was six miles distant from her residence and transportation was available by bus at a cost of 30¢. The claimant refused to apply for the employment because she was working part-time and expected to be recalled in the near future for steady work.

The insurance officer disqualified the claimant and suspended benefit from September 23, 1962, to November 3, 1962, inclusive, on the ground that she had, without good cause, refused to apply for a situation in suitable employment (section 59 (1) (a) of the Act). The insurance officer notified the claimant of this disqualification in a letter dated October 1, 1962.

The claimant appealed to a board of referees. In her appeal she reported earnings as follows:

5 Aug. 62	\$ 7.00
19 Aug. 62	12.00
26 Aug. 62	2.60
2 Sept. 62	7.20
9 Sept. 62	9.60
16 Sept. 62	7.20
23 Sept. 62	4.80

She said she was employed part time every summer and worked full time every winter, "as I have been doing since the past 23 years."

She attached a letter from the employer in which he said she had been employed part time weekly since May 18, 1962, would probably continue to be until January 1963, and would probably be required full time from January to May.

A board of referees heard the case on November 6, 1962. The claimant was neither present nor represented at the hearing. The unanimous decision of the board reads:

The board is of the opinion that the claimant, after having become aware that a situation in suitable employment . . . was vacant or about to become vacant, did without good cause refuse to apply for such situation when it was offered. In arriving at this conclusion the board has taken into consideration the fact that the claimant had been unemployed for four and one-half months; that the prospect of employment with her former employer would possibly be limited to five months from January to May and she would have had to wait another four months for this eventuality. The work offered was of a permanent nature, at the prevailing rate, and was work the claimant could perform.

. . . The appeal is disallowed.

The claimant applied to the chairman of the board of referees for leave to appeal to the Umpire on th following grounds:

. . . in my opinion I did not refuse any job. I stated that I was working part-time weekly . . . The employment officer told me the named company were looking for machine operators and, at no time during the interview did she ask me to contact the said firm in any way, nor did she ask me if I would like her to contact the said firm, so, how could my working part-time be used as a refusal.

Also, the referees came to their decision because I was unemployed for four and one half months, which is not working at all. I have in my insurance book stamps to prove I had been working at the time of disqualification, and I feel I am within my rights to ask for leave for appeal. I may state that I am still on the pay roll [at the rug factory].

Leave to appeal to the Umpire for the following reason was granted to the claimant.

That the claimant is contesting the ruling of the board on the question of whether she was employed or unemployed over a four-month period within the meaning of the Act.

On December 21, the regional claims officer wrote to the manager of the local office and asked that the employment officer concerned submit his comments in regard to the allegation the claimant had made in the first paragraph of her appeal to the Umpire.

The employment officer replied:

Claimant was called to my desk, was told that employees were needed at . . . and given all particulars known about the employment. She was asked to apply for the work. Her answer was that she was working part-time at [the rug factory] and did not wish to apply, at which time a 493 was written with that information. Claimant's statement was written while she was here and her signature is signed to it.

Appearing in the record is a detailed statement of the earnings reported by the claimant in respect of her employment with (the rug factory) from the week commencing May 13, 1962, to and including the week commencing November 18, 1962. In this period her earnings varied from \$2.60 to \$14.40 a week and the days worked ranged from one to three days, with one exception when she worked from July 22 to July 29.

Considerations and Conclusions: According to the jurisprudence established by the Umpire, a claimant who has refused suitable full-time employment of a continuing nature on the ground that he is presently employed on a part-time basis is disqualified from receiving benefit pursuant to section 59 of the Act.

This is particularly true when, as in the present case, the claimant, at the time she was offered full-time employment, had been working solely on a part-time basis for the last 4½ months and, according to her regular employer, her services would "probably be required full time" in 3 months time only.

In view of the foregoing, I decide to maintain the unanimous decision of the board of referees and to dismiss the claimant's appeal.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during May

Works of Construction, Remodelling, Repair or Demolition

During May the Department of Labour prepared 232 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 166 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 137 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and Defence Construction (1951) Ltd. and the Departments of Defence Production, Mines and Technical Surveys, Northern Affairs and National Resources, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in May for the manufacture of supplies and equipment were as follows:

<i>Department</i>	<i>No. of Contracts</i>	<i>Aggregate Amount</i>
Defence Construction (1951) Ltd.	1	\$ 5,628.25
Defence Production	163	935,909.00
Post Office	8	223,560.76
Transport	3	26,591.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during May

During May the sum of \$7,357.30 was collected from 10 contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 311 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during May

DEPARTMENT OF AGRICULTURE

near Outlook Sask: Peter Kiewit Sons Co of Canada Ltd, Al Johnson Construction Co of Canada Ltd, Poole Construction Co Ltd, construction of tunnel control shaft superstructure for South Saskatchewan River Project (Contract 28); Dominion Bridge Co Ltd, fabrication & installation of tunnel control gate hoists, South Saskatchewan River Dam (Contract No 32).

ATOMIC ENERGY OF CANADA LIMITED

Pinawa Man: Canadian Comstock Co Ltd, installation of buried heating & compressed air distribution systems (Stage 1), Whiteshell NRE; G M Gest Contractors Ltd, installation of plumbing & heating systems, WR-1 Reactor, NRE; Universal Electric division of Univex, Electrical Construction & Engineering Ltd, installation of electrical system No 1, WR-1 Reactor, NRE.

CENTRAL MORTGAGE AND HOUSING CORPORATION

Gander Nfld: S G Burry & Sons, exterior painting of 116 units (DOT 4/55). *Ville St Michel Que:* Dominion Landscapers Construction Ltd, site improvement & planting, Terrasse St Michel Housing Project. *Ottawa Ont:* Becker & Joule Ltd, conversion of heating system, Strathcona Heights. *Pinawa Man:* Claydon Construction Co, construction of roads (Job 43). *Shilo Man:* J H From Landscape Gardeners Ltd, site improvement & planting for 126 housing units, DND 4/61 (Army). *Edmonton Alta:* Hold Painting Ltd, exterior painting of 70 houses & Hyland Court Apts.

In addition, this Corporation awarded 10 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Abitibi Indian Agency Que: Michel Rivard Ltd, alterations to east & west walls, Amos IRS. *Kenora Indian Agency Ont:* T Zelmer Construction Ltd, construction of staff residence, Islington Reserve. *Six Nations Indian Agency Ont:* John Gaffney Construction Ltd, construction of Boston Creek Bridge No 4, Six Nations IR; Robert E Brohm, construction of two culverts, Six Nations IR. *Portage la Prairie Indian Agency Man:* Cobbe's Plumbing & Heating Ltd, renovation of mechanical services (Phase 11), Birtle IRS. *Touchwood Indian Agency Sask:* Holterman Construction, construction of staff residence, Muscowequan IRS. *Hobbema Indian Agency Alta:* Didriksen Trucking Ltd, construction of road, Samson Reserve; Al Vallette, stuccoing 49 Indian homes, Louis Bull, Ermineskin, Samson & Montana Reserves; J W Dick, construction of 28 concrete basements, Louis Bull, Ermineskin, Samson & Montana Reserves. *Kwawkewlth Indian Agency B C:* Franklin Electric, electrical re-wiring of Alert Bay IDS. *Skeena River Indian*

Agency B C: Stevenson Construction Co Ltd, construction of school & staff residence, Kitkatla IDS on Porcher Island. *Stuart Lake Indian Agency B C:* Thompson Construction Co Ltd, construction of Indian day school & teacherage, Tachie.

DEFENCE CONSTRUCTION (1951) LIMITED

Torbay Nfld: Fry's Engineering Co Ltd, structural modifications to hangar No 4, RCAF Station. *Dartmouth N S:* Parker Bros (1960) Ltd, exterior waterproofing of hangars A, B & C, RCNAS *Shearwater*; R A Douglas Ltd, revision & extension of PMQ sewer system, HMCS *Shearwater*. *Halifax N S:* Community Enterprises Ltd, extension to DISD bldg, Willow Park. *Shelburne N S:* Atlas Construction Co Ltd, construction of fuel storage facilities. *Chatham N B:* Cambrian Construction Ltd, construction of extension to No 4 hangar, RCAF Station. *Bagotville Que:* J R Theberge Ltee, construction of parachute well bldg. *Chibougamau Que:* J R Theberge Ltee, fencing at Mt Bourbeau & Mt Cummings, RCAF Station. *Valcartier Que:* J O Lambert Inc, construction of extension to QM & Tech Stores Bldg, Camp. *Val d'Or Que:* Paquin Construction Co Ltd, construction of road & installation of U/G electrical cable, RCAF Station. *Leitrim Ont:* Conniston Construction Co Ltd, construction of access road & installation of underground power line, Wireless Station. *Petawawa Ont:* Automatic Sprinkler Co of Canada Ltd, supply & installation of automatic sprinkler system & watermains, Camp. *Uplands Ont:* King Plumbing & Heating Ltd, extension to underground steam distribution system, RCAF Station. *Gypsumville Man:* Evans Contracting Co Ltd, grading & seeding. *Cold Lake Alta:* "Tony" Construction Co, installation of fire stops in eave space of 286 double-unit PMQs, RCAF Station. *Colwood (Esquimalt) B C:* Barr & Anderson Ltd, construction of mechanical & electrical services, Magazine Jetty No 57, RCN. One contract in the restricted category was awarded.

Building and Maintenance

Halifax N S: Nova Scotia Waterproofers Ltd of Halifax, repairs & waterproofing of balconies & canopies on PMQs, Windsor Park. *Camp Gagetown N B:* St Lawrence Steeple Jacks Co Ltd, exterior painting of 500 PMQs. *Kingston Ont:* Joseph Downey & Son, exterior painting of 281 PMQs. *Orleans Ont:* Deljac Construction Co Ltd, construction of pump house. *Winnipeg Man:* Lalonde Painting & Decorating Co, exterior painting of 122 PMQs. *Edmonton Alta:* Elhard Electric Enterprises, installation of fire alarm systems for three armouries; Alph's Decorating Ltd, exterior painting of 184 PMQs & 58 PMQ garages.

In addition, Defence Construction (1951) Limited awarded nine contracts containing the General Fair Wages Clause.

DEPARTMENT OF DEFENCE PRODUCTION

Charlottetown P E I: Maritime Asphalt Products Ltd, alterations to Armoury. *Summerside P E I:* Curran & Briggs Ltd, repairs to roads & parking areas, RCAF Station; Curran & Briggs Ltd, repairs to runways, taxiways & aircraft parking areas, RCAF Station; S Nelson Good, supply & installation of pump in No 1 pumphouse, RCAF Station. *Greenwood N S:* Hilchie Septic Tank Service, cleaning & painting of fuel storage tanks, RCAF Station. *Halifax N S:* V A Dingle, painting of chain link fence, Windsor Park; Alex L Grant, exterior painting of eight bldgs, Windsor Park. *Shearwater N S:* Twin City Mechanical Contractors Ltd, interior repairs & painting of "B" hangar, RCN Air Station; R E White, repairs to floors, marine section, Bldg No 5, Naval Air Station; R E White, exterior & interior repairs to Bldg No 26, RCN Air Station. *Moncton N B:* Delta Electric Co Ltd, replacement of antenna poles, HMCS *Coverdale*. *Renous N B:* Wm Kerr Ltd, construction of boiling out facility, RCN Ammunition Depot. *Beauport Que:* Jules Dorion Inc, replacement of roof, Armoury. *Quebec Que:* L P Grenier & Fils Enr, joint repointing. *Angus Ont:* Stan Exell & Sons, construction of reinforced concrete bldg at 13X Depot, RCAF Station. *Camp Borden Ont:* Guild Painting Contractors, application of reinforced epoxy laminate to exterior of swimming pool, RCAF Station. *Edgar Ont:* Varcoe Bros, patching & surface treatment of access road, RCAF Station. *North Bay Ont:* Standard Paving Ltd, paving work, RCAF Station. *Rockcliffe Ont:* L Mongeon & Son, roofing of PMQs, RCAF Station; National Roofing & Waterproofing Ltd, installation of new roofs, RCAF Station; O'Leary's (1956) Ltd, road repairs, RCAF Station; Alf Grodde Ltd, exterior painting of five bldgs, RCAF Station. *Dundurn Sask:* Horton Steel Works Ltd, repairing & painting of water tank, Military Camp. *Edmonton Alta:* H Deib, exterior painting of various bldgs, Griesbach Barracks. *Lancaster Park Alta:* J Mason & Sons Ltd,

repainting exteriors of 55 PMQs, RCAF Station, "Namao"; Ray-Bob Spray Services Ltd, weed & brush control & soil sterilization, RCAF Station, "Namao", *Ralston Alta*: Dutch Bros Paints Ltd, interior painting of houses. *Comox B C*: Cochrane Fuel & Trucking Ltd, repairing floor of Bldg 22, roadways & walks, HMCS *Quadra*: Farmer Construction Ltd, miscellaneous repairs to various bldgs & facilities, HMCS *Quadra*: Pacific Pile Driving Co Ltd, renewal of float, HMCS *Quadra*; G B Watson, painting of 156 poles, RCAF Station.

In addition, this Department awarded 63 contracts containing the General Fair Wages Clause.

DEPARTMENT OF MINES AND TECHNICAL SURVEYS

This Department awarded one contract containing the General Fair Wages Clause.

NATIONAL HARBOURS BOARD

Halifax N S: Maritime Insulation Ltd, insulating areas of cold storage plant, Ocean Terminals. *Saint John N B*: Maritime Waterproofing & Contracting Co Ltd, concrete repairs to substructure of Berths 8, 9, 10 & 11. *Montreal Que*: The Highway Paving Co Ltd, paving, drainage & installation of water to ship supply system at Sections Nos 26-27.

DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

Cape Breton Highlands National Park N S: M R Chappell Ltd, construction of two toilet & shower bldgs, one laundry bldg & addition to stone panelling to four kitchen shelters, Broad Cove Campgrounds.

In addition, this Department awarded two contracts containing the General Fair Wages Clause.

PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

Cooksville Ont: Harrison Construction (Ontario) Ltd, construction of Cooksville Creek Sanitary trunk collector sewer.

DEPARTMENT OF PUBLIC WORKS

Lawn Nfld: Avalon Construction & Engineering Ltd, wharf replacement. *Musgrave Harbour Nfld*: Gid Sacrey Ltd, wharf repairs. *St John's Nfld*: John J Walsh, demolition of St Mary the Virgin Church & bldgs. *Sibley's Cove Nfld*: Babb Construction Ltd, reconstruction of breakwater-wharf. *Cartwright (Labr) Nfld*: Dominion Construction Co Ltd, repairs to basement, RCMP detachment quarters. *Covehead P E I*: Edmond A Arsenault, construction of landing. *Fishing Cove P E I*: Norman N MacLean, harbour improvements. *Georgetown P E I*: Edmond A Arsenault, repairs to Queen's Wharf. *Victoria P E I*: L E Wellner, Jr, construction of seawall & backfill. *Arrow Point N S*: Albert MacDonald, breakwater repairs. *Cape St Mary's N S*: Clare Construction Co Ltd, groynes reconstruction. *Freeport N S*: McNamara Construction of Nova Scotia Ltd, construction of breakwater. *Hunt's Point N S*: Shelburne Contracting Ltd, wharf replacement. *Little Harbour N S*: Colin R MacDonald Ltd, construction of breakwater. *Richibucto Cape N B*: Leo LeBlanc, wharf repairs. *Sussex N B*: Myles Duncan Chown, construction of RCMP detachment quarters & garage. *Granby Que*: Emile Phaneuf, interior painting & alterations, federal bldg. *Montreal Que*: Electra Construction Ltd, alterations to Postal Station "H"; Pierre Brunellet Inc, removal of garbage, ashes, etc. from federal bldgs. *St-Godefroi Que*: P Arthur Nadeau, wharf improvements. *St Jerome Que*: Jean-Marie Cote, alterations to fence & paving, federal bldg. *St Laurent Que*: Prieur Entreprises Inc, repairs to cooling coils (system No 1), "B" Bldg, National Film Board, 3255 Cote de Liesse. *Schefferville Que*: Panzini Ltee, construction of house for postmaster. *Burlington Channel Ont*: Ruliff Grass Construction Co Ltd, pier reconstruction, harbour repairs & improvements. *Collingwood Ont*: Ruliff Grass Construction Co Ltd, wharf improvements. *Collin's Bay Ont*: M Barr Construction Ltd, construction of trunk sewer line, Penitentiary. *Cornwall Island Ont*: Kleener's Building Maintenance, cleaning interior, etc. Customs Highway Office. *Hamilton Ont*: McNamara Marine Ltd, harbour repairs & improvements, Catharine St Wharf extension (Stage 2). *Kingston Ont*: T A Andre & Sons Ltd, construction of Staff College (Penitentiaries) for Dept of Justice. *London Ont*: Harrison & Green Construction Ltd, alterations to Dominion public bldg for RCMP. *Ottawa Ont*: L Beaudoin Construction Ltd, repairs to sash mechanisms & related works to exterior windows, 555 Booth St & 300 LeBreton St; R Strang Painting & Decorating, exterior redecoration, Nos 6 & 9 Temporary Bldgs, Sussex Drive; Ellis-Don Ltd, construction of National Library & Archives Bldg, Wellington St; Imperial Electric, electrical alterations, PRI headerhouse, CEF; Stanley Sulphur Construction Co Ltd, alterations to Postal Terminal "A", Besserer St. *Owen*

Sound Ont: MacDonald & Syke's Ltd, wharf improvements. *Rockcliffe Ont:* O'Leary's (1956) Ltd, repairs to roads & extension to parking apron, RCMP barracks. *Strathroy Ont:* The John Hayman & Sons Co Ltd, construction of federal bldg. *Tobermory Ont:* Bermingham Construction Ltd, wharf reconstruction. *Toronto Ont:* Taymouth Industries Ltd, alterations to Arthur Meighen Bldg, 25 St Clair Ave. E. *Pine Creek Man:* Hoffman Construction Ltd, construction of school. *Souris Man:* W & G Ellwood, construction of RCMP detachment quarters. *Stony Mountain Man:* Martin Bros, Division of Martin-Dominion Ltd, conversion of No 1 boiler, coal oil, Manitoba Penitentiary. *Hudson Bay Sask:* Wm Slowski, construction of post office bldg. *Melville Sask:* Inland Construction Ltd, additions & alterations to federal bldg. *Shaunavon Sask:* Paul Stober Construction Ltd, construction of RCMP detachment quarters. *Wadena Sask:* C M Miners Construction Co Ltd, construction of RCMP detachment quarters. *Francois Lake B C:* Bergen Construction Co Ltd, float construction. *Glacier National Park B C:* Burns & Dutton Construction (1962) Ltd, Tupper Timber & Len's extension snowsheds. *Ladysmith B C:* Burak Construction Ltd, construction of federal bldg. *Midway B C:* Walter Wlasoff, construction of RCMP detachment quarters. *Vananda B C:* Quadra Construction Co Ltd, wharf improvements. *Watson Lake Y T:* Watsko Construction Ltd & The Patricia Transportation Co Ltd, grading, culverts & bridges, Mile 69.2 to Mile 144.0, Ross River development road.

In addition, this Department awarded 45 contracts containing the General Fair Wages Clause.

THE ST. LAWRENCE SEAWAY AUTHORITY

Lachine Que: Canadian Erectors Ltd, thrust modification to bridges 7 & 8, Lachine Canal, Eastern Region. *St Lambert Que:* Town & Countries Nurseries Reg'd, landscaping, St Lambert Lock; Concrete Repairs & Waterproofing Co Ltd, grouting of cable galleries & cross-over tunnel, St Lambert Lock. *Beauharnois Que & Iroquois Ont:* Laberge & Lalonde Ltd, supply & installation of chain link fences at Canal Yards. *St Catharines Ont:* T R Services Ltd, supply & installation of public address system at Lock No 1, Welland Canal; Aquamulch Seeding Co Ltd, seeding, West Canal Bank, North of Bridge 15, Welland Canal; Beamer Lathrop Ltd, erection of temporary transmission line on Westchester Ave.

DEPARTMENT OF TRANSPORT

Belle Isle Nfld: Twillingate Engineering & Construction Co Ltd, construction of double dwelling & single dwelling & demolition of existing bldgs. *Gander Nfld:* Gordon S Fletcher & James D Callahan, lowering catch basins & pull pits, International Airport. *Pass Island Nfld:* Benson Builders Ltd, construction of double dwelling, fog alarm bldg, storage shed, tramway & fencing & demolition of existing bldgs. *Charlottetown P E I:* Borden T Myers, construction of non-directional beacon bldg & services. *Halifax N S:* Municipal Spraying & Contracting Ltd, construction of precision approach radar foundation, International Airport. *Yarmouth N S:* Nordbec Construction Inc, construction of non-directional beacon bldg & services. *Forest City N B:* Cardinal Construction Ltd, construction of non-directional beacon bldg & services (Orient Intersection). *Fredericton N B:* Diamond Construction (1961) Ltd, filling & regrading localizer site, clearing & grading glide path site & removal of knoll on approach 15; Cardinal Construction Ltd, construction of non-directional beacon bldg & services. *Moncton N B:* Cardinal Construction Ltd, construction of non-directional beacon bldg & services. *Ancienne Lorette Que:* J Dorion Inc, conversion of heating plant from coal burning to oil fired, Quebec Airport. *Cartierville Que:* Frost Steel & Wire Co (Quebec) Ltd, replacement of fencing, Airport. *Fort Chimo Que:* Arno Electric Reg'd, installation of M/I runway lighting system, Airport. *London Ont:* Keystone Contractors Ltd, construction of water distribution mains & sewage disposal lines, Airport; Universal Electromatics, installation of M/I taxiway lighting, Airport. *Toronto Ont:* Whelpton Electric Ltd, relocation of meteorological observing office, International Airport. *Calgary Alta:* Wyatt Construction Ltd, construction of NDB bldg & services & related work. *Edmonton Alta:* O K Construction Ltd, installation of metal guard rails, Terminal Bldg car parking area, International Airport; O K Construction Ltd, relocation of field office & field soils laboratory, International Airport; Alberta Trailer Co (1961) Ltd, construction of trailer for transient personnel for Wrigley, NWT. *Kamloops B C:* Gilmour Construction & Engineering Co Ltd, construction of Air Terminal Bldg & related work. *Vancouver B C:* Brockbank & Hemingway Ltd, construction of precision approach radar foundations & related work, International Airport; Modern Building Cleaning Service of Canada Ltd, cleaning of air terminals & other bldgs, International Airport.

In addition, this Department awarded seven contracts containing the General Fair Wages Clause.

PRICES AND THE COST OF LIVING

Consumer Price Index, June 1963

The consumer price index (1949=100) rose 0.4 per cent from 132.3 in May to 132.8, a new high, in June. The June index was 1.8 per cent above the June 1962 index of 130.5.*

Increases occurred in the food, clothing, health and personal care and recreation and reading indexes. The transportation index declined, and the housing and tobacco and alcohol indexes were unchanged.

The food index rose 1.1 per cent from 128.3 to 129.7. Prices were substantially higher for sugar and a number of fresh fruits and vegetables, particularly grapefruit, apples, potatoes, onions, carrots, and lettuce. Smaller price increases were reported for a wide variety of foods, including beef, pork, milk, bread and flour, jam, coffee, jelly powder, and orange juice. Prices were lower for eggs, fish and chicken, butter, oranges, strawberries, tomatoes and cabbage.

The housing index was unchanged at 136.0. A small decline in the household operation component was offset by a fractional rise in the shelter component. In shelter, both rents and home-ownership were up slightly. In household operation, price decreases were recorded for coal, furniture, drapery material, some utensils and equipment, and household detergents.

The clothing index rose 0.3 per cent from 115.6 to 116.0. Higher prices for men's, women's and children's wear and clothing services outweighed a small decline in footwear.

The transportation index declined 0.2 per cent, from 140.6 to 140.3, as a result of the rescinding of the May transit fare increase in Toronto. The automobile operation component increased with higher prices for new cars, motor oil, and automobile licences. Higher train and interurban bus fares moved the travel index.

The health and personal care index rose 0.1 per cent, from 162.6 to 162.7, as the personal care component increased but the health care index remained unchanged.

The recreation and reading index moved from 148.8 to 149.3, an increase of 0.3 per cent. The reading component was

unchanged but the recreation component rose as a result of higher prices for bicycles and sports equipment.

The tobacco and alcohol index was unchanged at 117.8.

Group indexes in June 1962 were: food 125.6, housing 134.9, clothing 113.1, transportation 140.4, health and personal care 158.2, recreation and reading 147.0, tobacco and alcohol 117.9.

City Consumer Price Indexes, May 1963

Consumer prices indexes (1949=100) rose in four cities and fell in six cities between April and May.* Toronto showed the largest change, an increase of 0.4 per cent. All other changes were of the order of 0.1 per cent or 0.2 per cent.

The food indexes declined in all cities except Winnipeg, which registered no change. The decreases ranged from 0.1 per cent in Montreal to 0.6 per cent in Edmonton-Calgary. Movements in the housing component were mixed; three cities had higher indexes, five lower, and two unchanged. Clothing indexes declined in six cities, rose in one, and were constant in three. Five cities showed lower indexes for transportation, three higher and the other two no change. Of the indexes for health and personal care, six were higher, two were lower, and two unchanged. The index for recreation and reading rose in all cities. In seven cities no changes occurred in the tobacco and alcohol indexes; in three cities there were slight decreases.

Regional consumer price index point changes between April and May were: Ottawa -0.3 to 133.1; Edmonton-Calgary -0.3 to 127.1; Vancouver -0.3 to 131.5; St. John's -0.2 to 119.3†; Saskatoon-Regina -0.2 to 127.8; Montreal -0.1 to 132.1; Toronto +0.6 to 134.2; Halifax +0.1 to 131.3; Saint John +0.1 to 133.3; Winnipeg +0.1 to 129.4.

Wholesale Price Index, May 1963

Canada's general wholesale index (1935-39=100) rose 0.6 per cent to 244.4 in May from 242.8 in April. Six of the eight major groups increased and two decreased.

* See Table F-2, page 648.

† On base June 1951=100.

* See Table F-1, page 648.

The May index was a new record high and compares with the previous high of 243.7 reached in July 1951. The May 1962 index was 239.3.

The vegetable products group index advanced 2.4 per cent to 230.0 from 224.7, the animal products group index was up 0.3 per cent to 242.4 from 251.6, the textile products group index moved up 0.2 per cent to 249.4 from 248.9, and the wood products group index moved up 0.4 to 322.5 from 321.2. The index for the non-ferrous metals products group edged up to 196.7 from 196.5 and that for the chemical products group to 190.4 from 190.1.

The non-metallic minerals products group index dropped 0.4 per cent to 188.3 from 189.1. The iron products group index eased off to 253.1 from 253.2.

The index of Canadian farm product prices (1935-39=100) advanced 2.6 per cent, from 217.0 to 222.7, in the four-week period ended May 24. The animal products index moved up 3.8 per cent, from 262.6 to 272.7, and the field products index, 0.8 per cent from 171.4 to 172.7.

The residential building materials price index (1935-39=100) edged up 0.1 per cent in May to 299.4 from 299.0 in April. On the 1949 base it moved from 131.1 to 131.3. The non-residential building materials price index (1949=100) declined 0.1 per cent in May, to 133.6 from 133.7.

U.S. Consumer Price Index, May 1963

For the second successive month, the United States consumer price index (1957-59=100) was unchanged; between mid-April to mid-May it remained at 106.2, a record. In May 1962 it was 105.2. Lower prices for meats, poultry, eggs and dairy products offset increases elsewhere.

British Index of Retail Prices, April 1963

The British index of retail prices (Jan. 16, 1962=100) rose 0.3 per cent from 103.7 at mid-March to 104.0 at mid-April. At mid-April 1962 it was 101.9. The food group index was unchanged during the month but the housing group index rose 1.6 per cent as a result of tax and rent increases. The transportation and vehicles, and the miscellaneous goods indexes were up 0.5 per cent.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Application for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 177

Accident Prevention

1. GREAT BRITAIN. MINISTRY OF LABOUR. *Safety in the Use of Mechanical Power Presses*. London, HMSO, 1962. Pp. [48]

"It is a particular aim of this booklet to encourage the formation of training schemes for press setters and operators, covering safe methods of setting and operating machines and an understanding of the interaction between guard and press under working conditions."

2. NATIONAL SAFETY COUNCIL. *Safety Guide for Unions*. Chicago, 1962. Pp. 230.

3. U.S. BUREAU OF LABOR STANDARDS. *The Fundamentals of Accident Prevention*. Washington, GPO, 1962. Pp. 14.

Briefly outlines four elements of a safety program: "1. Top management leadership. 2. A safe and healthful place to work. 3. Proper training and supervision. 4. Employee participation and interest."

4. U.S. BUREAU OF LABOR STANDARDS. *Maintenance and Safety*. Washington, GPO [1961, i.e. 1962] Pp. 15.

Explains how "preventive maintenance will reduce failures of production machines and equipment, and result in better efficiency and thus fewer unforeseen breakdowns with lower accident and injury losses."

Annual Reports

5. BRITISH COLUMBIA. CIVIL SERVICE COMMISSION. *Forty-fourth Annual Report, 1962*. [Victoria?] 1963. Pp. 26.

6. CANADA. DEPARTMENT OF LABOUR. *Annual Report for the Fiscal Year ended March 31, 1962*. Ottawa, Queen's Printer, 1963. Pp. 103.

7. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Working Conditions in Canadian Industry, 1962*. Ottawa, Queen's Printer, 1963. Pp. 137.

8. CANADA. UNEMPLOYMENT INSURANCE COMMISSION. *Twenty-first Annual Report, Fiscal Year ending March 31, 1962*. Ottawa, Queen's Printer, 1963. Pp. 73.

9. MANITOBA. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1962*. Winnipeg, 1963. Pp. 27.

10. NEW BRUNSWICK. WORKMEN'S COMPENSATION BOARD. *Forty-fourth Annual Report, 1962*. St. John, 1963. Pp. 28.

11. NEW YORK (STATE). STATE COMMISSION AGAINST DISCRIMINATION. *Report of Progress; a Review of the Program for 1961 of the State Commission Against Discrimination*. New York [1962?] Pp. 123.

12. NEWFOUNDLAND. WORKMEN'S COMPENSATION BOARD. *Annual Report for 1962*. St. John's, 1963. Pp. 42.

13. NOVA SCOTIA. WORKMEN'S COMPENSATION BOARD. *Report for 1962*. Halifax, Queen's Printer, 1963. Pp. 33.

14. ONTARIO. CIVIL SERVICE COMMISSION. *Report, April 1, 1960-December 31, 1961*. Toronto, Queen's Printer, 1962. Pp. 51.

15. ONTARIO. DEPARTMENT OF LABOUR. *Forty-third Report for the Fiscal Year ending March 31, 1962*. Toronto, 1963. Pp. 124.

16. PRINCE EDWARD ISLAND. DEPARTMENT OF WELFARE AND LABOUR. *Seventh Annual Report for the Fiscal Year ended March 31st, 1962*. Charlottetown [1963?] Pp. 38.

Economic Conditions

17. NATIONAL BUREAU OF ECONOMIC RESEARCH. *Tested Knowledge of Business Cycles. Forty-second Annual Report; a Record for 1961 and Plans for 1962*. New York, 1962. Pp. 118.

18. ONTARIO. DEPARTMENT OF ECONOMICS AND DEVELOPMENT. INDUSTRIAL DEVELOPMENT BRANCH. *Ontario Industrial Review, 1962*. Toronto, 1963. Pp. 60.

19. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *January 1963 Economic Report of the President. Hearings before the Joint Economic Committee, Congress of the United States, Eighty-eighth Congress, First Session, pursuant to Sec. 5(a) of Public Law 304 (79th Congress)*. Washington, GPO, 1963. 2 volumes.

Hearings held between January 28 and February 6, 1963. Vol. 1 contains the Hearings; Vol. 2 contains Statements and Letters of Economic Interest Groups representing banking, business, labour, agriculture, and, consumer organizations.

20. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *1963 Joint Economic Report; Report . . . on the January 1963 Economic Report of the President, with Minority and Other Views*. Washington, GPO, 1963. Pp. 114.

Education

21. PARNES, HERBERT S. *Forecasting Educational Needs for Economic and Social Development*. Paris, Organization for Economic Co-operation and Development, 1962. Pp. 113.

Discusses the Mediterranean Regional Project which represents an attempt by research groups in Greece, Italy, Portugal, Spain, Turkey and Yugoslavia to prepare an assessment of national educational needs up to 1975 and to suggest ways of achieving these needs.

22. U.S. OFFICE OF EDUCATION. *Opening (Fall) Enrollment in Higher Education, 1962: Institutional Data*. Washington, GPO, 1962. Pp. 35.

Employment Management

23. BENEDICT, TRUMAN G. *Comparing Career Service Systems; a Preliminary Study*, by Truman G. Benedict, Crawford R. Buell [and] Charles M. Ellison. Chicago, Public Personnel Association [1961?] Pp. 15.

Explains a plan, developed by the authors, which compares and differentiates features in several U.S. federal career systems and in two U.S. companies.

24. JURGENSEN, CLIFFORD E. *Employee Performance Appraisal Re-examined*, by Clifford E. Jurgensen, Felix M. Lopez, Jr. [and] Kenneth E. Richards. Chicago, Public Personnel Association, 1961. Pp. 29.

Contents: Recent Trends in Employee Performance Evaluation. Developing an Employee Performance-Appraisal Plan. Facts, Fears, and Fallacies about Performance Appraisal.

25. KAMIN, ROBERT Y. *Supervisory Training in Small Industry*. New York, Carlton Press, 1962. Pp. 147.

Some of the topics discussed are induction and training of new employees; the establishment and control of discipline; absenteeism and tardiness; the supervisor and safety; supervision and leadership; supervision and the control of waste; the waste of time and manpower; grievance and grievance control; production planning and control; and, the supervisor and time study.

26. KLEINMANN, JACK H. *Fringe Benefits for Public School Personnel; a Comparative Study of Principles and Practices in Education, Government, and Private Employment*. New York, Bureau of Publications, Teachers College, Columbia University, 1962. Pp. 178.

"Originally written as a doctoral dissertation at . . . Columbia University."

This book discusses the following types of benefits: group health insurance, paid sick leave, group life insurance, retirement, and time off and self-improvement.

27. KRAUSE, ROBERT D. *The Pros and Cons of Longevity Pay Plans*. Chicago, Public Personnel Association, 1959. Pp. 41.

Longevity pay is "extra pay for long service". This report explains what longevity pay is, current trends, characteristics of present longevity plans, alternatives to longevity pay, basic longevity principles, and steps in adopting a longevity pay plan.

Industrial Relations

28. ALEXANDER, ROBERT JACKSON. *Labor Relations in Argentina, Brazil, and Chile*. New York, McGraw-Hill, 1962. Pp. 411.

Describes how industrial relations are carried on in Argentina, Brazil and Chile, and how collective bargaining functions in these countries. As well, the living conditions of workers, the problems involved in recruiting the labour force, and other matters, such as social security, are examined.

29. KINGSTON, ONT. QUEEN'S UNIVERSITY. INDUSTRIAL RELATIONS CENTRE. *First Annual Report, December 1961*. Kingston, [1962?] Pp. [8].

Labour Organization

30. BEIRNE, JOSEPH A. *New Horizons for American Labor*. Introd. by Paul H. Douglas. Washington, Public Affairs Press, 1962. Pp. 89.

The author is president of the Communications Workers of America. He talks about some problems facing the trade union movement and suggests some solutions for them.

31. GALVIN, MILES E. *Unionism in Latin America*. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1962. Pp. 58.

The Labor Relations Institute of the University of Puerto Rico (where the author is an instructor) conducted a Latin American Union Leadership Training Program. The author visited many of the participants in the Training Program and has based his report on what he learned from the participants about their unions.

32. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *Report of the Seventh World Congress, Berlin, 5-13 July, 1962, including the Report on Activities and the Financial Reports for 1959-1961*. Brussels, 1962. Pp. 788.

33. INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA. PUBLIC REVIEW BOARD. *Fifth Annual Report, 1961-1962*. Detroit, 1963. Pp. 44.

Covers the period October 1, 1961 to September 30, 1962, during which time 32 formal matters were brought before the Board and 68 informal complaints were presented.

34. MALKOSH, NOAH. *Histadrut in Israel; its Aims and Achievement*. 1st ed. New York, Histadrut, General Federation of

Labor in Israel, in co-operation with National Committee for Labor, Israel, 1961. Pp. 120.

A history of Histadrut (also known as General Federation of Jewish Labour in Israel).

35. NOVA SCOTIA. DEPARTMENT OF LABOUR. STATISTICAL ANALYSIS SECTION. *Labour Organization in Nova Scotia*. Halifax, 1962. Pp. 9.

A brief examination of the history and membership of labour organizations in Nova Scotia.

36. ONTARIO FEDERATION OF LABOUR (CLC). *Report of Proceedings, 6th Annual Convention, Niagara Falls, November 5th, 6th, 7th, 1962*. [Toronto, 1963?] Pp. 162.

37. PATTISON, GEORGE. *An Outline of Trade Union History; an Introduction for Young People and Others*. London, Barrie and Rockliff, c1962. Pp. 143.

Most of the book is devoted to a history of British trade unionism to 1939; the rest of the book explains the structure of modern trade unionism and deals with such topics as the closed shop, the selection of full-time officials, and the work of the TUC.

38. TURNER, HERBERT ARTHUR. *Trade Union Growth Structure and Policy; a Comparative Study of the Cotton Unions*. London, Allen & Unwin, 1962. Pp. [413].

Labouring Classes

39. LODGE, GEORGE CABOT. *Spearheads of Democracy; Labor in the Developing Countries*. 1st ed. New York, Published for the Council on Foreign Relations by Harper & Row, 1962. Pp. 249.

The author was formerly U.S. Assistant Secretary of Labor for International Affairs. He suggests how American labour, management and government can aid labour in developing countries.

40. NEWELL, BARBARA WARNE. *Chicago and the Labor Movement, Metropolitan Unionism in the 1930's*. Urbana, University of Illinois Press, 1961. Pp. 288.

Gives details about unions among the building trades, teamsters, steel, meat packing, clothing, newspaper and retail trades in Chicago between 1929 and 1940. Describes the roles played by the Irish, Jews, and Negroes, social workers, the Roman Catholic Church, ward bosses, local and national figures, the American Federation of Labor, and the Congress of Industrial Organizations in the labour movement in Chicago.

41. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *The Position of the Agricultural Hired Worker; a Survey carried out in Eight European Countries*, by Dr. P. von Blanckenburg . . . Paris, 1962. Pp. [269].

A survey of hired agricultural workers in eight European countries: Belgium, Denmark, France, West Germany, Great Britain, Italy,

Luxemburg, and the Netherlands. Some of the topics discussed are conditions of work and wages, social insurance, and measures taken to improve occupational skill and social position.

42. ROTHMAN, STUART. *A Layman's Guide to Basic Law under the National Labor Relations Act; an Address at the Information Program for Labor and Management at Southern Methodist University, October 17, 1962.* Washington, GPO, 1962. Pp. 52.

43. SOUTER, LESLEY SCOTT. *Women Engineers in the U.S.S.R.; a Study of the Education, Employment and Prospects of Women Engineers in the U.S.S.R.,* carried out under the auspices of the Caroline Haslett Memorial Trust. London, Caroline Haslett Memorial Trust, 1960. Pp. 28.

44. STEVENS, CARL M. *Strategy and Collective Bargaining Negotiation.* New York, McGraw-Hill, c1963. Pp. 192.

"This is an inquiry into tactics, strategy, and collective bargaining negotiation over terms and conditions of employment."

45. SULLIVAN, JOHN ALAN. *Red Sails on the Great Lakes,* by J. A. (Pat) Sullivan. Toronto, Macmillan, 1955. Pp. 189.

The author was one of the founders of the Canadian Seamen's Union and active in organizing seamen on the Great Lakes. He tells about joining the Communist Party in 1936 and about his association with the Party until he quit in 1947.

46. UNITED STEELWORKERS OF AMERICA. *Shorter Work Week; Labor's New Goal to help solve the Problem of Unemployment and distribute the Benefits of Modern Technology.* [Pittsburgh, 1963?] Pp. 64.

Management

47. AMERICAN MANAGEMENT ASSOCIATION. *Simulation: its Use in Employee Selection and Training,* by John W. Platner and Lowell W. Herron. New York, 1962. Pp. 21.

A brief explanation of the "Management Trial Exercise" (or, MATRIX), a business exercise developed by Procter and Gamble Company for new recruits in the company to show them some of the problems which a plant manager must handle.

48. STRAUSS, GEORGE. *Tactics of Lateral Relationship: the Purchasing Agent.* Berkeley, University of California, Institute of Industrial Relations, 1962. Pp. [161]-186.

"This is a study of the tactics used by one functional group in an organization—purchasing—to influence the behavior of other functional departments of relatively equal status. It deals in part with 'office politics' and 'bureaucratic gamesmanship'."

Pensions

49. CANADIAN PENSION CONFERENCE. *Proceedings of Meeting, November 14, 1962.* [Toronto?] 1962. Pp. 31.

50. U.S. BUREAU OF CENSUS. *Employee-Retirement Systems of State and Local Governments.* Washington, GPO, 1959. Pp. 49.

Vocational Guidance

51. CALVERT, ROBERT. *Planning your Career,* by Robert Calvert and John E. Steele. New York, McGraw-Hill, c1963. Pp. 152.

"... This practical book offers you concrete assistance in selecting your career goal, finding the right job, and achieving career success. Specific, proven suggestions tell you how to organize your job campaign, locate potential employers, make the most of company training programs, develop professional stature."

52. U.S. BUREAU OF EMPLOYMENT SECURITY. *Counseling and Employment Service for Youth. Supplement 1 to Counseling and Employment Service for Special Worker Groups.* Washington, GPO, 1963. Pp. 84.

Miscellaneous

53. AUTOMOBILE MANUFACTURERS ASSOCIATION. *Automobile Facts and Figures.* 1963 Edition. Detroit, 1963. Pp. 71.

54. CANADIAN PULP AND PAPER ASSOCIATION. *Proceedings, Forty-ninth Annual Meeting, 1962.* [Montreal, 1963?] Pp. 40.

55. CONFERENCE ON ECONOMIC PROGRESS, WASHINGTON, D.C. *Key Policies for Full Employment; Expand Consumption: Lift Wages, Enlarge Public Programs, Reduce Taxes.* Washington, 1962. Pp. 73.

56. ROSS, ROMAINE KAY. *Local Government in Ontario.* 2d ed. Toronto, Canada Law Book Company Ltd., 1962. Pp. 124.

Describes the nature, organization, jurisdiction and powers of local authorities in Ontario.

57. TORONTO. UNIVERSITY. COMMERCE CLUB. *The Commerce Journal, 1963.* Toronto, 1963. Pp. 80.

Partial Contents: Labour looks ahead [an article about automation and labour] by Claude Jodoin. Industrial Development Bank, by J. W. Sivers. Income for Tax Purposes and Business Purposes, by F. G. Townsend and Michael Carr. The Future of Labour-Management Relations in North America, by the Commerce Club.

58. U.S. BUREAU OF THE CENSUS. *United States Census of Population: 1960. Detailed Characteristics. Final Report, PC(1)-D.* Washington, GPO, 1962-1963. 53 parts.

Consists of a U.S. summary, a chapter for each of the 50 States, the District of Columbia, and Puerto Rico.

59. U.S. SMALL BUSINESS ADMINISTRATION. *Starting and Managing a Small Building Business,* by John R. Immer. Washington, GPO, 1962. Pp. 102.

"This booklet . . . is being published (1) to help prospective owner-managers decide whether they are the type who can make money in building, and (2) to supply them with some basic management 'know-how' to help them . . ." Includes a number of case studies.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED JUNE 22, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,839	614	1,909	2,506	1,187	623
Men.....	4,968	465	1,409	1,783	863	448
Women.....	1,871	149	500	723	324	175
14—19 years.....	698	67	211	249	115	56
20—24 years.....	893	94	295	283	151	70
25—44 years.....	3,022	251	851	1,126	516	278
45—64 years.....	2,018	183	507	766	360	202
65 years and over.....	208	19	45	82	45	17
Employed.....	6,535	575	1,796	2,417	1,156	591
Men.....	4,729	432	1,314	1,720	838	425
Women.....	1,806	143	482	697	318	166
Agriculture.....	688	33	132	189	311	23
Non-agriculture.....	5,847	542	1,664	2,228	845	568
Paid Workers.....	5,353	473	1,518	2,076	775	511
Men.....	3,745	343	1,075	1,441	523	363
Women.....	1,608	130	443	635	252	148
Unemployed.....	304	39	113	89	31	32
Men.....	239	33	95	63	25	23
Women.....	65	*	18	26	*	*
Persons not in the Labour Force.....	5,616	646	1,673	1,835	933	529
Men.....	1,219	163	357	357	208	134
Women.....	4,397	483	1,316	1,478	725	395

*Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED JUNE 22, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over ⁽¹⁾	12,455	1,906	3,599	987	3,701	926	1,336
Labour force.....	6,839	698	3,494	892	902	645	208
Employed.....	6,535	604	3,392	822	887	629	201
Unemployed.....	304	94	102	70	15	16	*
Not in labour force.....	5,616	1,208	105	95	2,799	281	1,128
Participation rate ⁽²⁾							
1963, June 22.....	54.9	36.6	97.1	90.4	24.4	69.7	15.6
May 18.....	53.6	30.9	96.9	87.7	23.9	69.0	15.7
Unemployment rate ⁽³⁾							
1963, June 22.....	4.4	13.5	2.9	7.8	1.7	2.5	*
May 18.....	5.2	10.3	4.3	10.4	2.1	2.8	*

⁽¹⁾ Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

⁽²⁾ The labour force as a percentage of the population 14 years of age and over.

⁽³⁾ The unemployed as a percentage of the labour force.

* Less than 10,000.

TABLE A-3—UNEMPLOYED, WEEK ENDED JUNE 22, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	June 1963	May 1963	June 1962
Total unemployed.....	304	346	301
On temporary layoff up to 30 days.....	10	17	11
Without work and seeking work.....	294	329	290
Seeking full-time work.....	271	316	268
Seeking part-time work.....	23	13	22
Seeking under 1 month.....	109	74	110
Seeking 1-3 months.....	76	92	69
Seeking 4-6 months.....	46	94	42
Seeking more than 6 months.....	63	69	69

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ⁽¹⁾						
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ⁽²⁾	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	Totals (3)
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total....	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total....	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
April.....	45.8	474.2	153.5	.....	.....	.....	.....	.....	.....	1,639.0
May.....	47.7	487.0	160.2	65.7	332.2	94.6	718.0	1,534.6	216.0	1,703.0
June.....	49.0	497.6	161.5	.....	.....	.....	.....	.....	.....	1,753.3
July.....	49.4	490.4	165.6	.....	.....	.....	.....	.....	.....	1,738.0
August.....	49.1	496.1	166.8	85.8	403.5	99.6	726.5	1,518.9	220.1	1,753.5
September....	48.5	503.9	164.3	.....	.....	.....	.....	.....	.....	1,780.5
October.....	47.9	498.9	165.2	.....	.....	.....	.....	.....	.....	1,764.8
November....	47.6	495.2	162.0	86.1	336.0	99.5	750.6	1,556.8	221.4	1,743.0
December....	46.6	481.5	157.1	.....	.....	.....	.....	.....	.....	1,692.5
1963—										
January.....	47.5	484.4	157.7	.....	.....	.....	.....	.....	.....	1,699.4
February.....	47.8	488.7	157.6	68.0	272.8	97.2	731.9	1,603.0	222.1	1,699.8
March*.....	47.0	494.4	156.3	.....	.....	.....	.....	.....	.....	1,714.6
April†.....	46.8	502.5	160.6	.....	.....	.....	.....	.....	.....	1,744.6
Seasonally Adjusted										
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total....	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total....	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
April.....	47.7	479.7	158.6	.....	.....	.....	.....	.....	.....	1,680.3
May.....	47.7	483.1	159.4	75.2	333.4	94.8	718.3	1,507.4	215.7	1,691.7
June.....	48.0	484.3	156.7	.....	.....	.....	.....	.....	.....	1,694.6
July.....	48.4	486.4	158.1	.....	.....	.....	.....	.....	.....	1,703.6
August.....	48.1	487.3	159.7	79.3	332.5	97.0	724.9	1,532.4	218.2	1,709.2
September....	47.8	489.8	159.0	.....	.....	.....	.....	.....	.....	1,712.8
October.....	47.6	491.5	161.9	.....	.....	.....	.....	.....	.....	1,722.8
November....	47.4	494.3	160.6	74.0	334.8	99.4	733.6	1,558.6	220.4	1,728.7
December....	46.8	494.3	160.4	.....	.....	.....	.....	.....	.....	1,730.1
1963—										
January.....	48.1	499.5	164.4	.....	.....	.....	.....	.....	.....	1,771.4
February.....	48.7	500.6	164.6	77.4	348.4	99.8	751.7	1,615.7	225.3	1,768.8
March*.....	47.6	503.9	164.8	.....	.....	.....	.....	.....	.....	1,778.4
April†.....	48.8	508.0	165.8	.....	.....	.....	.....	.....	.....	1,787.3

(1) Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

(2) Includes post office wages and salaries.

(3) Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at April 1963 employees in the principal non-agricultural industries reported a total employment of 2,842,862. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

Source: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite ⁽¹⁾			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
Averages						
1957.....	122.6	158.1	67.93	115.8	159.1	69.94
1958.....	117.9	163.9	70.43	109.8	165.3	72.67
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	177.8	78.19
1961.....	118.1	181.8	78.11	108.9	183.6	80.73
1962—						
April.....	116.7	186.7	80.21	110.4	189.0	83.11
May.....	121.3	183.1	80.79	113.7	190.4	83.72
June.....	125.0	188.7	81.05	116.4	190.4	83.72
July.....	125.8	188.3	80.90	115.5	189.1	83.13
August.....	127.0	188.1	80.80	117.6	187.9	82.62
September.....	126.5	189.5	81.40	117.6	190.8	83.91
October.....	125.4	189.9	81.57	115.9	191.8	84.34
November.....	124.3	189.8	81.53	114.7	192.3	84.55
December.....	120.2	182.6	78.45	110.9	183.6	80.71
1963—						
January.....	117.8	190.6	81.90	111.6	193.5	85.09
February.....	117.4	192.9	82.87	112.2	194.2	85.41
March*.....	117.7	193.1	82.96	112.8	195.5	85.95
April†.....	119.1	194.6	83.60	113.6	197.3	86.74

⁽¹⁾Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Apr. 1963	Mar. 1963	Apr. 1962	Apr. 1963	Mar. 1963	Apr. 1962
				\$	\$	\$
Provinces						
Newfoundland.....	117.7	114.4	115.5	76.11	75.46	73.30
Prince Edward Island.....	112.2	104.8	114.6	62.42	63.06	61.53
Nova Scotia.....	88.7	88.3	91.0	69.29	68.20	65.72
New Brunswick.....	92.7	98.6	92.4	69.57	70.78	66.05
Quebec.....	118.1	116.0	116.3	81.26	80.45	77.50
Ontario.....	123.7	121.8	119.9	86.59	85.75	83.27
Manitoba.....	107.9	106.1	106.9	77.24	76.62	75.00
Saskatchewan.....	120.1	115.9	117.2	77.99	77.77	75.97
Alberta (including Northwest Territories).....	150.0	152.1	149.0	83.53	84.24	81.32
British Columbia (including Yukon).....	114.8	113.9	111.6	90.45	90.63	87.15
Canada.....	119.2	117.7	116.7	83.55	80.96	80.21
Urban areas						
St. John's.....	138.7	135.1	130.0	62.54	62.34	60.18
Sydney.....	79.9	76.5	72.6	83.98	78.67	77.49
Halifax.....	115.8	123.8	119.5	70.96	69.86	67.84
Moncton.....	99.6	98.4	102.9	63.53	63.44	61.82
Saint John.....	104.7	119.6	105.8	70.46	71.58	64.21
Chicoutimi—Jonquiere.....	105.9	101.0	105.8	102.63	98.98	97.11
Quebec.....	123.3	120.2	116.9	72.72	71.64	68.64
Sherbrooke.....	109.1	108.4	103.1	70.41	69.36	66.78
Shawinigan.....	98.1	96.5	100.8	91.92	91.36	85.89
Three Rivers.....	115.5	110.6	112.5	74.99	74.49	72.26
Drummondville.....	83.7	82.9	57.6	67.88	67.93	65.49
Montreal.....	127.1	124.8	125.5	82.54	81.83	79.13
Ottawa—Hull.....	132.5	129.5	130.1	77.07	76.76	74.17
Kingston.....	119.0	115.5	112.4	80.05	79.90	77.42
Peterborough.....	96.4	95.3	94.1	91.75	90.65	90.04
Oshawa.....	200.1	198.2	185.3	109.56	105.82	104.88
Toronto.....	138.9	137.3	134.7	86.88	86.36	83.52
Hamilton.....	115.7	113.3	111.3	92.57	90.72	89.25
St. Catharines.....	113.2	110.7	110.1	96.32	95.92	94.27
Niagara Falls.....	97.2	92.5	96.1	83.94	84.65	83.19
Brantford.....	87.8	84.9	80.9	81.64	80.31	75.42
Guelph.....	129.3	128.4	119.6	76.04	76.70	73.73
Galt.....	118.6	116.9	113.2	73.64	74.83	71.66
Kitchener.....	137.2	134.0	127.0	78.12	77.91	74.96
Sudbury.....	125.0	125.0	143.9	94.05	92.74	92.00
Timmins.....	87.6	87.9	88.1	74.79	72.96	72.48
London.....	139.2	135.9	132.9	78.56	78.39	75.57
Sarnia.....	130.4	127.5	130.3	108.89	106.31	104.64
Windsor.....	76.0	73.9	73.1	96.51	93.81	90.03
Sault Ste. Marie.....	148.1	141.5	145.7	104.65	107.29	100.65
Fort William—Port Arthur.....	106.2	99.1	99.8	81.22	81.83	79.48
Winnipeg.....	109.5	108.0	107.8	73.88	73.49	71.99
Regina.....	139.8	135.2	134.5	77.20	76.71	75.70
Saskatoon.....	137.0	131.2	132.6	72.34	72.01	70.74
Edmonton.....	197.2	196.7	193.1	78.66	78.69	75.95
Calgary.....	173.3	171.8	173.8	82.26	82.62	80.41
Vancouver.....	116.0	115.1	111.6	88.63	87.94	85.23
Victoria.....	115.0	114.2	112.2	82.35	82.30	79.79

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Apr. 1963	Mar. 1963	Apr. 1962	Apr. 1963	Mar. 1963	Apr. 1962
Mining	110.2	111.9	113.3	102.68	101.46	95.49
Metal mining.....	126.2	126.2	130.2	103.28	100.40	99.79
Gold.....	66.9	66.5	68.4	84.42	80.40	81.41
Other metal.....	181.2	181.7	187.5	109.75	107.21	106.02
Fuels.....	76.2	83.4	79.7	108.20	108.94	101.89
Coal.....	38.0	36.5	37.9	81.37	76.14	74.50
Oil and natural gas.....	232.0	274.7	250.2	126.12	126.74	118.84
Non-metal.....	138.0	130.7	135.7	91.29	92.08	86.99
Manufacturing	113.7	112.8	110.4	86.70	85.95	83.11
Durable goods.....	119.3	118.3	114.7	93.69	92.47	89.59
Non-durable goods.....	109.0	108.3	106.7	80.28	79.98	77.27
Food and beverages.....	107.7	105.4	107.9	77.10	76.80	73.98
Meat products.....	129.2	128.1	129.6	86.02	85.12	82.73
Canned and preserved fruits and vegetables.....	82.9	81.1	82.8	70.35	70.62	68.01
Grain mill products.....	93.1	92.6	97.4	84.65	83.63	79.46
Bread and other bakery products.....	108.9	109.1	109.5	71.04	70.08	68.48
Distilled and malt liquors.....	93.1	91.4	94.2	105.17	104.73	100.24
Tobacco and tobacco products.....	106.8	112.2	99.7	78.10	75.93	74.99
Rubber products.....	109.3	107.9	102.3	84.23	89.17	84.44
Leather products.....	88.7	90.2	88.1	57.01	57.33	54.72
Boots and shoes (except rubber).....	95.6	97.4	95.2	55.08	55.69	52.07
Other leather products.....	76.3	77.2	75.4	61.39	61.09	60.74
Textile products (except clothing).....	83.7	83.2	77.8	67.85	68.12	65.51
Cotton yarn and broad woven.....	72.9	72.5	74.2	63.56	64.59	61.73
Woolen goods.....	62.5	62.4	59.7	62.65	63.23	61.41
Synthetic textiles and silk.....	96.4	95.4	77.1	74.27	74.78	72.30
Clothing (textile and fur).....	94.0	95.2	91.5	53.89	54.40	51.46
Men's clothing.....	99.0	99.3	94.1	52.29	52.99	50.20
Women's clothing.....	101.8	105.9	99.3	55.90	56.44	53.71
Knit goods.....	72.4	72.6	72.6	53.52	53.57	50.69
Wood products.....	103.9	104.8	101.2	73.57	75.61	70.22
Saw and planing mills.....	104.3	106.3	101.1	75.85	79.25	72.13
Furniture.....	116.8	115.9	112.7	70.95	70.36	68.54
Other wood products.....	76.7	75.3	78.8	65.59	65.31	62.64
Paper products.....	124.1	122.1	122.3	100.97	99.26	96.39
Pulp and paper mills.....	123.7	121.5	121.9	109.10	106.98	103.85
Other paper products.....	125.0	123.5	123.4	81.64	81.01	78.94
Printing, publishing and allied industries.....	125.6	125.8	126.0	93.80	94.06	90.79
Iron and steel products.....	113.2	111.5	106.4	95.34	97.13	94.35
Agricultural implements.....	75.1	72.4	63.4	105.77	106.38	98.10
Fabricated and structural steel.....	150.6	146.3	149.4	95.90	98.00	94.88
Hardware and tools.....	113.8	112.4	104.7	86.34	86.13	82.94
Heating and cooking appliances.....	101.3	101.9	99.6	82.61	83.67	80.26
Iron castings.....	97.8	97.8	92.6	92.45	92.69	90.17
Machinery, industrial machinery.....	133.1	131.6	122.9	94.31	93.04	90.76
Primary iron and steel.....	129.2	125.9	121.3	113.80	111.03	108.57
Sheet metal products.....	114.9	113.4	109.6	95.58	94.39	92.32
Wire and wire products.....	115.5	113.1	109.6	97.03	96.06	93.61
Transportation equipment.....	116.5	115.2	113.5	103.32	99.64	97.09
Aircraft and parts.....	227.2	227.3	257.8	99.67	100.64	94.99
Motor vehicles.....	127.6	125.2	113.9	124.74	116.05	114.93
Motor vehicle parts and accessories.....	130.8	127.5	113.0	99.67	96.72	98.20
Railroad and rolling stock equipment.....	51.8	51.5	56.2	86.91	88.13	86.23
Shipbuilding and repairing.....	155.6	155.6	146.9	94.80	89.03	85.93
Non-ferrous metal products.....	123.7	122.8	123.6	97.78	95.82	94.01
Aluminum products.....	137.2	136.6	136.3	94.79	93.62	91.62
Brass and copper products.....	105.4	104.4	103.4	92.07	91.58	89.75
Smelting and refining.....	135.0	133.0	138.4	107.53	104.73	102.80
Electrical apparatus and supplies.....	152.8	152.7	143.7	90.73	90.23	88.67
Heavy electrical machinery.....	115.0	114.2	105.8	96.88	96.31	96.89
Telecommunication equipment.....	276.3	279.3	256.9	87.59	86.82	86.84
Non-metallic mineral products.....	145.8	141.3	144.3	90.37	89.59	86.91
Clay products.....	82.0	78.2	86.0	83.63	81.92	79.65
Glass and glass products.....	171.9	172.7	164.3	88.21	87.40	83.41
Products of petroleum and coal.....	139.3	138.5	137.6	127.66	126.78	122.08
Petroleum refining and products.....	142.0	141.4	140.4	128.69	127.67	122.95
Chemical products.....	135.5	133.3	133.3	102.16	101.11	98.33
Medicinal and pharmaceutical preparations.....	123.7	123.3	121.8	90.41	89.67	85.29
Acids, alkalis and salts.....	157.9	155.8	155.1	114.49	111.74	109.49
Other chemical products.....	133.1	130.4	131.3	101.30	100.65	98.29
Miscellaneous manufacturing industries.....	147.6	147.3	139.8	75.84	75.68	72.77
Construction	112.1	103.7	112.3	89.15	90.06	83.49
Building and general engineering.....	113.3	105.7	110.3	96.29	96.66	90.27
Highways, bridges and streets.....	110.2	100.3	115.7	77.05	78.59	72.67
Electric and motor transportation.....	141.9	139.9	135.3	87.64	87.45	85.37
Service	157.8	155.4	152.0	59.14	58.90	57.29
Hotels and restaurants.....	134.7	132.4	129.4	44.49	44.58	43.36
Laundries and dry cleaning plants.....	135.8	133.2	129.1	52.46	51.77	49.93
Industrial composite	119.2	117.7	116.7	83.55	82.96	80.21

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBSNOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	April 1963	March 1963	April 1962	April 1963	March 1963	April 1962
				\$	\$	\$
Newfoundland.....	42.5	42.0	42.3	1.69	1.67	1.70
Nova Scotia.....	41.3	40.7	41.2	1.72	1.69	1.65
New Brunswick.....	41.2	41.6	40.8	1.72	1.70	1.66
Quebec.....	41.7	41.7	41.1	1.74	1.73	1.69
Ontario.....	41.1	40.9	40.7	2.05	2.03	1.98
Manitoba.....	40.4	40.0	39.9	1.81	1.79	1.76
Saskatchewan.....	38.9	38.7	39.0	2.04	2.03	2.01
Alberta (includes Northwest Territories)	39.4	39.5	40.2	2.04	2.02	2.00
British Columbia (includes Yukon Territory).....	38.0	38.8	37.5	2.37	2.35	2.28

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-6—EARNINGS AND HOURS OF HOURLY RATED WAGE EARNERS IN MANUFACTURINGSOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Last Pay Period in:					
1962 April.....	40.6	1.89	76.50	183.3	140.9
May.....	41.0	1.89	77.51	185.7	142.3
June.....	41.1	1.88	77.52	185.7	141.8
July.....	41.0	1.87	76.72	183.8	139.9
August.....	41.0	1.86	76.17	182.5	139.3
September.....	41.4	1.88	77.61	185.9	141.4
October.....	41.3	1.89	77.96	186.8	141.6
November.....	41.2	1.90	78.09	187.1	141.8
December.....	37.3	1.94	72.34	173.3	131.3
1963 January.....	40.7	1.92	78.26	187.5	141.9
February.....	40.7	1.93	78.45	187.9	142.3
March†.....	40.9	1.93	79.01	189.3	143.1
April.....	41.0	1.95	80.02	191.7	144.9

NOTE:—The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings, DBS*

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Apr. 1963	Mar. 1963	Apr. 1962	Apr. 1963	Mar. 1963	Apr. 1962	Apr. 1963	Mar. 1963	Apr. 1962
				\$	\$	\$	\$	\$	\$
Mining	42.2	41.1	41.5	2.23	2.24	2.19	94.18	92.32	90.83
Metal mining.....	42.4	41.0	41.8	2.30	2.29	2.26	97.62	93.93	94.63
Gold.....	43.5	40.9	42.4	1.81	1.81	1.78	78.82	73.84	75.70
Other metal.....	41.9	41.0	41.6	2.49	2.47	2.44	104.60	101.33	101.45
Fuels.....	41.8	41.4	39.9	2.08	2.17	2.05	86.83	90.03	81.98
Coal.....	42.9	40.0	40.4	1.86	1.83	1.80	79.54	73.24	72.81
Oil and natural gas.....	39.4	43.2	39.1	2.60	2.58	2.52	102.38	111.29	98.49
Non-metal.....	42.0	41.7	42.0	2.07	2.11	1.98	87.06	87.98	83.21
Manufacturing	41.0	40.9	40.6	1.95	1.93	1.89	80.02	79.01	76.50
Durable goods.....	41.6	41.3	41.1	2.12	2.10	2.04	88.09	86.43	83.86
Non-durable goods.....	40.4	40.6	40.1	1.78	1.77	1.73	72.14	71.83	69.44
Food and beverages.....	40.5	40.5	40.3	1.73	1.72	1.67	70.11	69.66	67.31
Meat products.....	40.6	40.2	39.6	2.01	1.99	1.94	81.44	80.10	76.94
Canned and preserved fruits and vegetables.....	39.0	39.9	38.6	1.51	1.48	1.49	58.69	58.95	57.69
Grain mill products.....	42.2	41.2	41.8	1.83	1.83	1.81	77.33	75.45	75.53
Bread and other bakery products.....	40.8	40.7	41.5	1.60	1.59	1.51	65.11	64.78	62.67
Distilled liquors.....	40.2	39.6	38.8	2.27	2.27	2.17	91.53	89.72	84.19
Malt liquors.....	38.8	39.0	39.6	2.46	2.45	2.35	95.43	95.33	93.19
Tobacco and tobacco products.....	40.1	40.1	38.2	1.81	1.76	1.80	72.52	70.39	68.77
Rubber products.....	38.9	42.2	41.0	1.94	1.98	1.91	75.39	83.35	78.16
Leather products.....	39.8	40.5	39.1	1.31	1.30	1.28	52.11	52.62	49.88
Boots and shoes (except rubber).....	39.7	40.6	38.6	1.27	1.26	1.23	50.36	51.22	47.00
Other leather products.....	40.2	40.1	40.1	1.40	1.39	1.37	56.13	55.89	55.15
Textile products (except clothing).....	41.9	42.3	41.6	1.46	1.46	1.41	61.19	61.59	58.79
Cotton yarn and broad woven goods.....	39.5	40.2	40.1	1.49	1.50	1.45	58.82	60.21	57.98
Woolen goods.....	42.8	43.1	42.7	1.34	1.34	1.31	57.28	57.70	55.93
Synthetic textiles and silk.....	43.3	43.8	42.4	1.54	1.54	1.50	66.82	67.42	63.65
Clothing (textile and fur).....	38.7	39.1	37.9	1.26	1.26	1.22	48.75	49.29	46.30
Men's clothing.....	38.5	39.1	37.7	1.25	1.25	1.21	48.04	48.95	45.53
Women's clothing.....	37.1	37.3	37.1	1.36	1.36	1.32	50.50	50.93	48.75
Knit goods.....	41.2	41.5	40.2	1.18	1.17	1.14	48.57	48.67	45.72
*Wood products.....	40.8	41.5	40.6	1.71	1.71	1.64	69.70	71.09	66.60
Saw and planing mills.....	39.9	41.1	39.6	1.83	1.83	1.76	73.00	75.44	69.63
Furniture.....	42.4	42.0	42.1	1.54	1.54	1.50	65.33	64.71	63.09
Other wood products.....	42.3	42.7	42.8	1.42	1.40	1.34	59.98	59.55	57.45
Paper products.....	41.7	40.9	41.0	2.28	2.27	2.20	94.92	92.76	90.30
Pulp and paper mills.....	41.8	40.9	41.0	2.46	2.45	2.37	102.74	100.17	97.30
Other paper products.....	41.3	41.2	41.1	1.79	1.78	1.75	74.16	73.26	71.92
Printing, publishing and allied industries.....	38.7	39.3	39.0	2.40	2.39	2.31	92.89	93.84	90.07
*Iron and steel products.....	41.6	41.2	41.2	2.25	2.23	2.17	93.54	92.05	89.41
Agricultural implements.....	42.1	42.4	40.7	2.37	2.37	2.22	99.90	100.43	90.28
Fabricated and structural steel.....	41.1	40.7	40.7	2.17	2.17	2.12	89.27	88.53	86.28
Hardware and tools.....	43.1	43.1	42.2	1.87	1.86	1.81	80.55	80.31	76.47
Heating and cooking appliances.....	38.9	40.2	40.5	1.90	1.90	1.84	73.87	76.20	74.59
Iron castings.....	42.0	42.2	42.0	2.11	2.11	2.06	88.69	89.14	86.47
Machinery, industrial.....	42.3	42.0	41.8	2.10	2.07	2.03	88.95	86.81	85.05
Primary iron and steel.....	41.1	40.1	40.3	2.67	2.65	2.58	109.65	106.30	104.04
Sheet metal products.....	41.4	41.4	41.3	2.17	2.15	2.12	89.93	88.91	87.53
Wire and wire products.....	42.0	41.9	41.5	2.18	2.16	2.11	91.68	90.23	87.76
*Transport equipment.....	42.7	41.6	41.8	2.32	2.28	2.21	98.85	94.80	92.44
Aircraft and parts.....	40.8	41.2	40.4	2.19	2.20	2.12	89.44	90.89	85.64
Motor vehicles.....	46.1	43.7	44.9	2.62	2.55	2.48	120.85	111.49	111.51
Motor vehicle parts and accessories.....	42.8	42.0	42.8	2.24	2.20	2.19	95.95	92.28	89.85
Railroad and rolling stock equipment.....	39.6	40.0	40.0	2.15	2.16	2.10	84.96	86.23	84.13
Shipbuilding and repairing.....	41.9	40.1	39.7	2.25	2.19	2.12	94.16	87.94	84.12
*Non-ferrous metal products.....	41.1	40.5	40.4	2.21	2.19	2.16	90.87	88.52	87.22
Aluminum products.....	41.5	41.2	41.6	2.01	2.00	1.90	83.65	82.36	78.95
Brass and copper products.....	41.3	41.1	41.4	2.10	2.08	2.06	86.75	85.68	85.29
Smelting and refining.....	40.7	39.8	39.9	2.46	2.44	2.41	100.17	97.24	96.07
*Electrical apparatus and supplies.....	40.7	40.4	40.2	1.94	1.93	1.90	78.85	77.87	76.59
Heavy electrical machinery and equipment.....	40.1	40.1	40.8	2.17	2.16	2.12	87.01	86.56	86.58
Telecommunication equipment.....	40.1	39.9	39.8	1.73	1.72	1.75	69.55	68.77	69.55
Refrigerators, vacuum cleaners and appliances.....	40.6	39.9	39.3	2.04	2.05	1.93	82.85	81.75	76.08
Wire and cable.....	42.3	41.6	41.1	2.14	2.15	2.12	90.46	89.31	86.96
Miscellaneous electrical products.....	41.1	40.7	40.2	1.84	1.82	1.80	75.52	74.23	72.39
*Non-metallic mineral products.....	42.6	42.0	42.2	1.98	1.97	1.92	84.22	82.97	80.98
Clay products.....	42.1	41.4	42.3	1.82	1.80	1.74	76.80	74.55	73.58
Glass and glass products.....	41.7	41.1	40.5	2.00	1.98	1.91	83.25	81.62	77.21
Products of petroleum and coal.....	41.9	41.5	41.8	2.74	2.71	2.67	114.68	112.47	111.68
Petroleum refining and products.....	42.0	41.5	41.7	2.76	2.74	2.71	116.04	113.51	112.92
Chemical products.....	41.5	40.8	41.2	2.18	2.17	2.09	90.63	88.64	86.30
Medicinal and pharmaceutical preparations.....	40.2	39.7	39.6	1.69	1.68	1.60	67.93	66.62	63.54
Acids, alkalis and salts.....	41.4	40.8	40.9	2.51	2.50	2.39	104.02	101.92	97.99
Miscellaneous manufacturing industries.....	41.3	41.4	40.8	1.60	1.59	1.54	65.86	65.81	62.91
Professional and scientific equipment.....	40.9	40.6	40.4	1.95	1.94	1.85	79.65	78.75	74.93
Construction	40.0	40.3	38.5	2.16	2.17	2.08	86.35	87.45	80.23
Building and general engineering.....	40.0	40.0	38.5	2.34	2.34	2.27	93.38	93.62	87.17
Highways, bridges and streets.....	39.9	41.1	38.6	1.80	1.81	1.74	71.98	74.43	67.20
Electric and motor transportation	43.7	43.6	43.4	2.00	2.01	1.97	87.62	87.60	85.55
Service	37.7	37.6	38.2	1.14	1.13	1.10	42.94	42.67	42.11
Hotels and restaurants.....	37.1	37.2	38.0	1.10	1.10	1.07	40.87	40.82	40.63
Laundries and dry cleaning plants.....	40.8	40.3	40.3	1.08	1.07	1.05	44.03	42.99	42.30

* Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 652.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
June 1958.....	11,011	13,040	24,051	350,897	155,245	506,142
June 1959.....	14,579	16,464	31,043	193,774	114,377	308,151
June 1960.....	17,227	15,875	33,102	258,719	131,936	390,655
June 1961.....	15,103	16,445	31,548	268,284	125,447	393,731
June 1962.....	22,436	20,672	43,108	237,747	119,561	357,308
July 1962.....	22,872	17,895	40,767	224,452	113,407	337,859
August 1962.....	21,214	21,256	42,470	198,639	96,606	295,245
September 1962.....	20,197	20,658	40,855	188,844	97,890	286,734
October 1962.....	20,137	17,399	37,536	232,316	105,488	337,804
November 1962.....	22,077	19,204	41,281	328,801	127,955	456,756
December 1962.....	14,281	13,638	27,919	473,575	137,429	611,004
January 1963.....	13,419	12,532	25,951	579,205	163,880	743,085
February 1963.....	13,412	13,930	27,342	591,207	163,864	755,071
March 1963.....	16,085	16,459	32,544	584,889	158,307	743,196
April 1963.....	24,675	20,458	45,133	502,327	149,907	652,234
May 1963 ⁽¹⁾	22,865	21,723	44,588	341,869	130,084	471,953
June 1963 ⁽¹⁾	23,271	21,726	44,997	261,541	127,631	389,172

⁽¹⁾ Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1959—1962 AND DURING MONTH, MAY 1962—MAY 1963.

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1959 Year.....	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960 Year.....	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961 Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962 Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1962 May.....	239,245	95,925	117,362	51,441	107,811	38,595
1962 June.....	231,507	100,426	92,346	48,564	86,218	39,253
July.....	251,079	114,963	97,147	56,863	85,399	49,523
August.....	236,921	104,366	102,784	63,558	89,871	50,865
September.....	220,755	98,476	96,217	50,615	91,653	42,692
October.....	272,614	103,871	101,603	45,949	89,619	38,324
November.....	321,696	113,014	86,859	43,840	74,957	33,481
December.....	338,121	94,533	58,253	40,470	57,541	39,613
1963 January.....	331,104	111,102	56,086	35,963	46,669	28,117
February.....	211,442	75,073	47,295	31,852	39,378	23,755
March.....	209,852	73,346	54,427	35,090	42,942	24,990
April.....	210,392	81,258	77,524	39,149	58,986	26,378
May.....	215,307 ⁽¹⁾	90,643 ⁽¹⁾	100,832	45,049	88,778	32,272

⁽¹⁾ Preliminary.

**TABLE D-3—PLACEMENTS EFFECTED BY INDUSTRY AND BY SEX, DURING
MAY 1963**

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from May 1962
Agriculture, Fishing, Trapping	5,785	1,135	6,920	— 532
Forestry	5,926	38	5,964	— 865
Mining, Quarrying and Oil Wells	1,318	67	1,385	— 318
Metal Mining.....	750	10	760	— 313
Fuel.....	161	33	194	+ 18
Non-Metal Mining.....	279	4	283	+ 63
Quarrying, Clay and Sand Pits.....	92	2	94	— 41
Prospecting.....	36	18	54	— 45
Manufacturing	17,103	8,913	26,016	— 4,955
Foods and Beverages.....	2,121	2,600	4,721	— 798
Tobacco and Tobacco Products.....	40	31	71	— 292
Rubber Products.....	158	126	284	+ 18
Leather Products.....	296	356	652	— 77
Textile Products (except clothing).....	609	503	1,112	— 69
Clothing (textile and fur).....	467	1,849	2,316	— 714
Wood Products.....	2,506	242	2,748	— 518
Paper Products.....	1,068	271	1,339	— 377
Printing, Publishing and Allied Industries.....	769	565	1,334	+ 15
Iron and Steel Products.....	3,322	463	3,785	— 694
Transportation Equipment.....	2,578	273	2,851	— 314
Non-Ferrous Metal Products.....	584	199	783	— 222
Electrical Apparatus and Supplies.....	531	484	1,015	— 441
Non-Metallic Mineral Products.....	697	116	813	— 170
Products of Petroleum and Coal.....	101	10	111	— 12
Chemical Products.....	670	335	1,005	— 141
Miscellaneous Manufacturing Industries.....	586	490	1,076	— 179
Construction	15,339	225	15,564	— 4,875
General Contractors.....	10,417	133	10,550	— 3,739
Special Trade Contractors.....	4,922	92	5,014	— 1,134
Transportation, Storage and Communication	6,439	398	6,837	— 4,785
Transportation.....	5,856	194	6,050	— 4,555
Storage.....	416	43	459	— 105
Communication.....	167	161	328	— 125
Public Utility Operation	465	71	536	— 126
Trade	9,764	5,261	15,025	— 3,073
Wholesale.....	4,392	1,447	5,839	— 992
Retail.....	5,372	3,814	9,186	— 2,081
Finance, Insurance and Real Estate	595	1,087	1,682	— 181
Service	26,044	15,077	41,121	— 5,616
Community or Public Service.....	1,050	1,379	2,429	— 462
Government Service.....	15,233	1,148	16,381	— 1,581
Recreation Service.....	863	262	1,125	— 121
Business Service.....	1,634	751	2,385	— 365
Personal Service.....	7,264	11,537	18,801	— 3,087
GRAND TOTAL	88,778	32,272	121,050	—25,356

TABLE D-4.—REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT MAY 31, 1963.

(Source: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers.....	9,736	2,304	12,040
Clerical Workers.....	18,867	46,012	64,879
Sales Workers.....	8,332	16,000	24,332
Personal and Domestic Service Workers.....	36,585	23,165	59,750
Seamen.....	1,520	24	1,544
Agriculture, Fishing, Forestry (Ex. log.).....	4,384	711	5,095
Skilled and Semi-Skilled Workers.....	152,506	17,233	169,739
Food and kindred products (incl. tobacco).....	1,308	566	1,874
Textiles, clothing, etc.....	3,281	10,260	13,541
Lumber and lumber products.....	24,973	108	25,081
Pulp, paper (incl. printing).....	1,222	475	1,697
Leather and leather products.....	1,297	1,374	2,671
Stone, clay and glass products.....	370	22	392
Metalworking.....	11,776	805	12,581
Electrical.....	2,656	903	3,559
Transportation equipment.....	787	37	824
Mining.....	2,032	.....	2,032
Construction.....	34,983	18	35,001
Transportation (except seamen).....	31,228	117	31,345
Communications and public utility.....	889	3	892
Trade and service.....	5,167	1,411	6,578
Other skilled and semi-skilled.....	20,895	860	21,755
Foremen.....	3,236	255	3,491
Apprentices.....	6,406	19	6,425
Unskilled Workers.....	109,939	24,635	134,574
Food and tobacco.....	4,259	7,607	11,866
Lumber and lumber products.....	12,621	354	12,975
Metalworking.....	4,213	459	4,672
Construction.....	55,930	2	55,932
Other unskilled workers.....	32,916	16,213	49,129
GRAND TOTAL.....	341,869	130,084	471,953

¹ Preliminary—subject to revision.

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,
AT MAY 31, 1963**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) May 31, 1963	Previous Year May 31, 1962		(1) May 31, 1963	Previous Year May 31, 1962
Newfoundland	17,427	19,298	Quebec—Concluded		
Corner Brook.....	3,564	4,741	Sorel.....	1,271	1,179
Grand Falls.....	1,355	1,570	Thetford Mines.....	1,011	1,181
St. John's.....	12,508	12,987	Trois-Rivières.....	3,845	3,837
Prince Edward Island	2,869	2,602	Val d'Or.....	2,021	1,985
Charlottetown.....	1,696	1,624	Valleyfield.....	1,897	1,976
Summerside.....	1,173	978	Victoriaville.....	1,160	1,054
Nova Scotia	23,053	23,213	Ville St. Georges.....	2,985	3,676
Amherst.....	868	897	Ontario	134,877	129,635
Bridgewater.....	903	844	Arnprior.....	199	306
Halifax.....	6,460	4,925	Barrie.....	1,058	1,185
Inverness.....	679	622	Belleville.....	1,493	1,478
Kentville.....	2,353	2,008	Bracebridge.....	495	736
Liverpool.....	389	505	Brampton.....	1,035	779
New Glasgow.....	2,915	2,204	Brantford.....	1,702	1,781
Springhill.....	920	803	Brockville.....	405	510
Sydney.....	3,309	6,131	Carleton Place.....	215	171
Sydney Mines.....	1,171	1,346	Chatham.....	1,780	1,643
Truro.....	1,460	1,239	Cobourg.....	620	679
Yarmouth.....	1,626	1,689	Collingwood.....	399	366
New Brunswick	24,180	21,031	Cornwall.....	2,152	2,448
Bathurst.....	3,496	2,769	Elliot Lake.....	348	409
Campbellton.....	2,243	2,287	Fort Erie.....	426	538
Edmundston.....	1,259	1,373	Fort Frances.....	426	426
Fredericton.....	2,240	1,757	Fort William.....	1,991	2,232
Minto.....	482	553	Galt.....	1,054	863
Moncton ⁽²⁾	5,997	4,648	Gananoque.....	219	215
Newcastle.....	2,809	2,192	Goderich.....	339	343
Saint John.....	2,910	2,605	Guelph.....	822	1,277
St. Stephen.....	1,361	1,217	Hamilton.....	10,670	10,457
Sussex.....	613	392	Hawkesbury.....	621	586
Woodstock.....	770	1,238	Kapuskasing.....	1,525	1,572
Quebec	154,387	148,226	Kenora.....	587	615
Alma.....	2,434	2,731	Kingston.....	1,726	1,866
Asbestos.....	555	578	Kirkland Lake.....	979	1,030
Baie Comeau.....	895	593	Kitchener.....	1,948	1,749
Beauharnois.....	1,192	979	Leamington.....	746	505
Buckingham.....	1,100	1,037	Lindsay.....	492	628
Causapscal.....	2,398	2,329	Listowel.....	228	199
Chandler.....	1,556	1,515	London.....	3,946	3,488
Chicoutimi.....	2,813	2,426	Long Branch.....	2,748	2,890
Cowansville.....	370	278	Midland.....	700	402
Dolbeau.....	1,835	1,840	Napanee.....	425	410
Drummondville.....	1,904	2,056	New Liskeard.....	406	472
Farnham.....	447	579	Newmarket.....	1,074	1,065
Forestville.....	525	1,002	Niagara Falls.....	1,593	1,423
Gaspé.....	1,588	1,533	North Bay.....	1,436	1,113
Granby.....	1,945	1,761	Oakville.....	483	478
Hull.....	3,160	2,959	Orillia.....	469	566
Joliette.....	3,203	2,749	Oshawa.....	3,992	3,103
Jonquière.....	3,251	2,635	Ottawa.....	5,203	4,714
Lachute.....	620	634	Owen Sound.....	1,055	1,001
Lac Mégantic.....	1,100	1,022	Parry Sound.....	297	333
La Malbaie.....	1,590	1,856	Pembroke.....	1,321	1,417
La Tuque.....	858	902	Perth.....	393	504
Lévis.....	2,149	2,554	Peterborough.....	2,380	2,564
Louiseville.....	782	777	Picton.....	181	154
Magog.....	544	399	Port Arthur.....	2,916	3,430
Maniwaki.....	2,689	908	Port Colborne.....	757	687
Matane.....	2,527	2,821	Prescott.....	498	539
Mont-Laurier.....	317	889	Renfrew.....	361	343
Montmagny.....	1,812	1,869	St. Catharines.....	2,813	3,465
Montréal.....	52,767	45,584	St. Thomas.....	733	747
New Richmond.....	1,679	1,731	Sarnia.....	1,487	1,795
Port Alfred.....	1,236	1,229	Sault Ste. Marie.....	2,219	1,877
Quebec.....	8,598	10,880	Simcoe.....	829	566
Rimouski.....	3,538	4,316	Sioux Lookout.....	.....	310
Rivière du Loup.....	4,268	4,013	Smiths Falls.....	412	424
Roberval.....	1,582	1,622	Stratford.....	378	521
Rouyn.....	4,042	3,441	Sturgeon Falls.....	727	704
Ste. Agathe des Monts.....	685	585	Sudbury.....	4,925	3,195
Ste. Anne de Bellevue.....	637	742	Tillsonburg.....	480	125
Ste. Thérèse.....	1,847	1,461	Timmins.....	1,779	2,200
St. Hyacinthe.....	1,398	1,218	Toronto.....	36,180	30,973
St. Jean.....	2,010	1,596	Trenton.....	648	613
St. Jérôme.....	1,181	978	Walkerton.....	335	449
Sept-Iles.....	2,246	1,827	Wallaceburg.....	325	426
Shawinigan.....	3,940	3,724	Welland.....	1,848	1,695
Sherbrooke.....	3,690	4,180	Weston.....	2,734	2,465
			Windsor.....	6,505	7,816
			Woodstock.....	487	640

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,
AT MAY 31, 1963**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) May 31, 1963	Previous Year May 31, 1962		(1) May 31, 1963	Previous Year May 31, 1962
Manitoba	22,784	20,967	British Columbia	51,979	51,893
Brandon.....	1,695	1,578	Chilliwack.....	1,095	1,038
Dauphin.....	1,258	1,204	Courtenay.....	767	648
Flin Flon.....	128	163	Cranbrook.....	746	1,151
Portage la Prairie.....	857	837	Dawson Creek.....	1,624	1,432
The Pas.....	362	475	Duncan.....	429	632
Winnipeg ⁽¹⁾	18,504	16,710	Kamloops.....	1,208	1,285
Saskatchewan	10,722	12,352	Kelowna.....	1,149	978
Estevan.....	207	273	Kitimat.....	121	111
Lloydminster.....	224	243	Mission City.....	901	719
Moose Jaw.....	816	875	Nanaimo.....	677	721
North Battleford.....	848	714	Nelson.....	728	716
Prince Albert.....	1,394	2,017	New Westminster.....	7,409	7,518
Regina.....	2,373	2,686	Penticton.....	1,234	1,173
Saskatoon.....	2,812	3,137	Port Alberni.....	594	578
Swift Current.....	294	433	Prince George.....	1,839	2,219
Weyburn.....	170	218	Prince Rupert.....	1,382	1,288
Yorkton.....	1,584	1,786	Princeton.....	440	391
Alberta	29,675	26,605	Quesnel.....	1,185	1,564
Blairmore.....	615	459	Trail.....	796	682
Calgary.....	8,846	7,255	Vancouver.....	22,366	22,055
Drumheller.....	376	447	Vernon.....	1,490	1,590
Edmonton.....	14,297	13,141	Victoria.....	3,415	3,071
Edson.....	333	566	Whitehorse.....	384	333
Grande Prairie.....	1,091	1,128	CANADA	471,953	455,852
Lethbridge.....	1,693	1,693	Males.....	341,869	329,391
Medicine Hat.....	1,042	733	Females.....	130,084	126,461
Red Deer.....	1,382	1,183			

(1) Preliminary subject to revision

(2) Includes 415 registrations reported by the Magdalen Islands local office.

(3) Winnipeg includes Sioux Lookout as of November 1, 1962.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 439, May issue.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

Source: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1963—March.....	4,164,000	3,508,700	685,300*
February.....	4,246,000	3,525,500	720,500*
January.....	4,241,000	3,537,900	703,100*
1962—December.....	4,212,000	3,620,000	592,000*
November.....	4,064,000	3,719,800	374,200*
October.....	3,991,000	3,746,900	244,100
September.....	3,977,000	3,779,200	197,800
August.....	3,965,000	3,796,300	198,700
July.....	3,976,000	3,764,000	212,000
June.....	3,954,000	3,739,700	214,300
May.....	3,889,000	3,625,100	263,900
April.....	4,064,000	3,499,500	564,500
March.....	4,144,000	3,456,500	687,500

* By virtue of seasonal benefit class B, the claimant count during the seasonal benefit period may include a number of persons who were not represented in the insured population since last May. This explains, in part, unequal variations in the month-to-month movement of the employed and claimants. An additional factor stems from the fact that the number of claimants is ascertained by actual count, in local offices across Canada, whereas the employed figure is an estimate.

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY
NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE
POSTAL, APRIL 30, 1963**

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Percent- age Postal	April 30, 1962 Total claimants
		1-4	5-13	14-26	27 or more*		
Canada.....	565,928	143,619	186,362	191,423	44,524	45.1	564,478
Male.....	438,338	112,689	147,865	149,844	27,940	49.7	435,094
Female.....	127,590	30,930	38,497	41,579	16,584	29.5	129,384
Newfoundland.....	29,504	5,141	9,160	14,239	964	82.1	27,253
Male.....	28,006	4,867	8,652	13,654	833	83.2	25,552
Female.....	1,498	274	508	585	131	63.0	1,701
Prince Edward Island.....	4,948	758	926	3,079	185	77.3	4,826
Male.....	4,103	596	720	2,640	147	80.2	3,947
Female.....	845	162	206	439	38	63.2	879
Nova Scotia.....	34,394	7,185	10,634	13,841	2,734	58.7	33,560
Male.....	29,074	6,248	8,817	11,995	2,014	60.9	28,790
Female.....	5,320	937	1,817	1,846	720	46.7	4,770
New Brunswick.....	35,011	7,566	10,331	14,798	2,316	69.1	32,678
Male.....	29,636	6,789	9,190	12,137	1,520	71.2	27,756
Female.....	5,375	777	1,141	2,661	796	57.5	4,922
Quebec.....	180,591	43,477	64,145	58,797	14,172	44.8	174,620
Male.....	146,398	34,488	54,746	48,299	8,865	48.8	139,461
Female.....	34,193	8,989	9,399	10,498	5,307	27.5	35,159
Ontario.....	150,333	40,593	47,190	47,913	14,637	28.7	156,463
Male.....	104,079	28,635	33,492	33,032	8,920	30.5	109,444
Female.....	46,254	11,958	13,698	14,881	5,717	24.6	47,019
Manitoba.....	27,516	6,608	10,098	9,175	1,635	38.3	29,238
Male.....	20,982	5,025	7,476	7,481	1,000	43.3	22,487
Female.....	6,534	1,583	2,622	1,694	635	22.2	6,751
Saskatchewan.....	17,328	4,107	4,856	7,230	1,135	55.1	19,061
Male.....	13,460	3,384	3,713	5,733	630	60.8	14,738
Female.....	3,868	723	1,143	1,497	505	35.3	4,323
Alberta.....	32,009	11,707	11,805	6,831	1,666	66.3	33,537
Male.....	25,433	10,162	9,352	4,888	1,031	71.5	25,691
Female.....	6,576	1,545	2,453	1,943	635	46.3	7,846
British Columbia.....	54,294	16,477	17,217	15,520	5,080	32.4	53,242
Male.....	37,167	12,495	11,707	9,985	2,980	36.9	37,228
Female.....	17,127	3,982	5,510	5,535	2,100	22.9	16,014

* The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE,
APRIL 1963**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Claims filed at Local Office			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	5,783	4,892	891	6,244	5,447	797	2,126
Prince Edward Island.....	1,187	967	220	1,177	1,080	97	332
Nova Scotia.....	8,821	6,510	2,311	9,952	8,972	980	1,750
New Brunswick.....	10,319	7,196	3,123	10,963	9,993	970	2,265
Quebec.....	54,597	39,596	15,001	60,098	51,953	8,145	14,888
Ontario.....	51,868	35,663	16,205	56,285	47,074	9,211	13,294
Manitoba.....	7,258	5,503	1,755	8,165	7,101	1,064	1,876
Saskatchewan.....	4,772	3,933	839	5,201	4,549	652	1,360
Alberta.....	11,980	8,475	3,505	12,474	10,608	1,866	3,683
British Columbia (incl. Yukon Territory)	19,009	12,282	6,727	20,158	16,335	3,823	4,393
Total, Canada, April 1963.....	175,594	125,017	50,577	190,717	163,112	27,605	45,967
Total, Canada, March 1963.....	195,918	143,626	52,292	193,232	165,428	27,804	61,090
Total, Canada, April 1962.....	181,299	122,080	59,219	188,155	158,961	29,194	46,408

* In addition, revised claims received numbered 41,163.

† In addition, 40,981 revised claims were disposed of. Of these, 3,900 were special requests not granted and 2,675 appeals by claimants. There were 10,660 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, APRIL 1963

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	126,010	3,100,132
Prince Edward Island.....	25,535	565,375
Nova Scotia.....	140,073	3,158,262
New Brunswick.....	139,511	3,198,481
Quebec.....	758,895	19,051,271
Ontario.....	634,130	15,524,017
Manitoba.....	113,276	2,760,174
Saskatchewan.....	75,827	1,875,046
Alberta.....	125,569	3,233,844
British Columbia (including Yukon Territory).....	189,198	5,116,498
Total, Canada, April 1963.....	2,328,024	57,583,100
Total, Canada, March 1963.....	2,476,641	61,287,118
Total, Canada, April 1962.....	2,113,953	51,647,128

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1962—June.....	130.5	125.6	134.9	113.1	140.4	158.2	147.0	117.9
July.....	131.0	127.0	135.1	112.9	140.7	158.4	147.8	117.9
August.....	131.4	128.4	135.1	112.7	140.8	158.2	147.8	118.0
September.....	131.0	126.8	135.2	113.3	140.3	158.2	147.6	118.0
October.....	131.5	127.2	135.4	115.6	139.9	160.0	147.8	118.0
November.....	131.9	127.7	135.6	116.0	140.6	159.8	148.2	117.8
December.....	131.9	127.8	135.7	115.8	140.2	159.8	148.2	117.8
1963—January.....	132.0	129.0	135.9	114.7	139.8	159.8	148.6	117.8
February.....	132.1	129.4	135.9	114.8	139.6	159.9	148.6	118.0
March.....	132.1	128.9	136.0	115.6	139.6	159.9	148.6	118.0
April.....	132.3	128.9	136.0	115.7	139.2	162.1	148.0	117.9
May.....	132.3	128.3	136.0	115.6	140.6	162.6	148.8	117.8
June.....	132.8	129.7	136.0	116.0	140.3	162.7	149.3	117.8

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF MAY 1963

(1949=100)

—	All Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	May 1962	April 1963	May 1963							
QSt. John's, Nfld....	117.6	119.5	119.3	115.2	114.9	112.4	123.4	156.6	152.3	101.1
Halifax.....	129.2	131.2	131.3	124.0	134.9	125.5	138.1	163.7	165.5	124.5
Saint John.....	130.8	133.2	133.3	128.7	132.2	123.5	144.2	187.0	153.8	124.5
Montreal.....	130.2	132.2	132.1	133.4	134.8	108.2	159.1	169.2	143.7	118.7
Ottawa.....	131.2	133.4	133.1	128.1	137.5	120.0	153.1	169.1	142.8	123.9
Toronto.....	131.7	133.6	134.2	126.4	140.3	121.0	137.5	159.8	186.1	122.3
Winnipeg.....	128.7	129.3	129.4	127.8	128.4	119.6	134.3	174.7	138.7	120.3
Saskatoon—Regina..	126.9	128.0	127.8	125.6	126.8	128.5	134.6	145.2	146.0	119.5
Edmonton—Calgary..	125.5	127.4	127.1	122.5	127.4	124.0	129.7	164.1	144.8	119.5
Vancouver.....	129.1	131.8	131.5	128.9	135.2	118.9	139.9	150.2	149.4	120.9

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

QSt. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to work stoppages. Workers indirectly affected such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 103, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1958-1963

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1958.....	251	279	111,475	2,816,850	0.25
1959.....	301	216	95,120	2,226,890	0.19
1960.....	308	274	49,408	738,700	0.06
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1962: May.....	25	45	17,420	137,980	0.13
June.....	27	50	14,522	256,210	0.23
July.....	36	18	16,867	133,580	0.12
August.....	37	27	11,565	74,380	0.06
September.....	23	27	10,509	121,930	0.12
October.....	22	11	10,631	121,230	0.11
November.....	26	27	9,525	75,270	0.06
December.....	11	28	3,565	55,110	0.05
*1963: January.....	9	21	4,559	79,780	0.07
February.....	22	27	7,002	75,280	0.07
March.....	18	22	5,207	34,080	0.03
April.....	25	22	8,562	47,180	0.05
May.....	28	24	6,214	30,300	0.02

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, MAY 1963, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....			
Mines.....	4	576	6,580
Manufacturing.....	23	3,921	16,740
Construction.....	7	1,421	1,570
Transpn. and utilities...	3	177	4,200
Trade.....	6	78	920
Finance.....			
Service.....	1	41	290
Public administration.....			
All industries.....	44	6,214	30,300

TABLE G-3—STRIKES AND LOCKOUTS, MAY 1963, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	2	70	510
Prince Edward Island.....			
Nova Scotia.....	1	116	290
New Brunswick.....			
Quebec.....	9	735	10,090
Ontario.....	23	3,936	15,310
Manitoba.....	1	903	900
Saskatchewan.....	1	21	110
Alberta.....	1	275	140
British Columbia.....	5	153	2,840
Federal.....	1	5	110
All jurisdictions.....	44	6,214	30,300

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
MAY 1963**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			May	Accu- mulated		
MINES <i>Metal</i> Solbec Copper Mines, Stratford Centre, Que.	Steelworkers Loc. 6256 (AFL-CIO/CLC)	172	3,780	11,920	Mar. 1	Wages, union security, other benefits in first agreement~
Rio Algom Milliken Mine, Elliot Lake, Ont.	Steelworkers Loc. 3815 (AFL-CIO/CLC)	281	560	560	May 23 May 27	Annual vacations, date of possible mine closure~Mine to close July 31.
MANUFACTURING <i>Wood</i> Canada Flushwood Door, Terrebonne, Que.	Upholsterers Loc. 388 (AFL-CIO/CLC)	237	2,840	2,840	May 15	Wages, hours~
<i>Primary Metals</i> Standard Tube & T.I., Woodstock, Ont.	Auto Workers Loc. 636 (AFL-CIO/CLC)	454	3,630	11,130	Apr. 8 May 13	Wages, fringe benefits, con- tract language~4¢ an hr. immediately, 4¢ an hr. at end of each yr. of contract.
Fittings Limited, Oshawa, Ont.	Steelworkers Loc. 1817 (AFL-CIO/CLC)	450	230	230	May 1 May 2	Alleged lack of information regarding negotiations~Ret- urn of workers, referral to conciliation.
Steel Company of Canada, Hamilton, Ont.	Steelworkers Loc. 1005 (AFL-CIO/CLC)	750 (7)	2,250	2,250	May 27 May 30	Incentive system in new unit ~Return of workers, further negotiations.
<i>Metal Fabricating</i> Hart & Cooley Ltd., Fort Erie, Ont.	Steelworkers Loc. 3952 (AFL-CIO/CLC)	105	840	840	May 22	Wages, modified incentive bonus plan~
<i>Transportation Equipment</i> Ford Motor Company, Oakville, Ont.	Auto Workers Loc. 707 (AFL-CIO/CLC)	996 (695)	330	330	May 16 May 16	Changes in shift starting times~Return of workers.
Northwest Industries, Edmonton, Cold Lake, Namao, Alta.	Machinists Loc. 1579 (AFL-CIO/CLC)	275	140	140	May 31	Wages, seniority rights~
CONSTRUCTION Great Lakes Fabricating, Sarnia, Ont.	I.B.E.W. Loc. 530 (AFL-CIO/CLC)	134 (131)	130	130	May 13 May 14	Jurisdictional dispute be- tween unions ~ Return of workers.
Canadian Kellogg Co., Halifax, N.S.	Structural Iron Workers Loc. 752 (AFL-CIO/CLC)	116	290	290	May 14 May 23	Unqualified help assigned to unloading~Return of wor- kers.
Toronto & District Marble, Tile & Terrazzo Contractor's Assoc., Toronto, Ont.	Bricklayers Loc. 31 (AFL-CIO/CLC)	228 (200)	110	110	May 31	Wages, retention of present system of hiring~
Grand Rapids Constructors, Grand Rapids, Man.	Various unions	903	900	900	May 31	Lost time due to weather conditions, overtime, travel time, other working condi- tions~
TRANSP. & UTILITIES <i>Transportation</i> Several automobile dealers, Toronto, Ont.	Teamsters Loc. 847 (Ind.)	160	3,840	17,610	Feb. 6	Union security, voluntary dues check-off~

Figures in parentheses indicate the number of workers indirectly affected.

H—Industrial Accidents

Table H-1—Industrial Fatalities in Canada, by Type of Accident and Industry, During the First Quarter of 1963

(Preliminary)

Type of Accident	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Transportation, Storage, Communication	Public Utilities	Trade	Finance	Service	Unclassified	Total
Striking against or stepping on objects.....													
Struck by:													
(a) tools, machinery, cranes, etc.....				1	1	1	2				1		3
(b) moving vehicles.....		2			1								6
(c) other objects.....	2	18	1	12		5	4				4		46
Caught in, on or between machinery, vehicles, etc.....	1	3		1	3	5	1		1				15
Collisions, derailments, wrecks, etc.....		1	2			1	17	1	8		3		33
Falls and slips:													
(a) on same level.....		1		1	1						1		4
(b) to different levels.....		2	6	5	5	12	4		1		2		37
Conflagrations, temperature extremes and explosions.....	1		3	3	9								16
Inhalation, absorptions, asphyxiation and industrial diseases.....				6	3		1		2		2		14
Electric current.....					4	3		2			1		10
Over-exertion.....					1						1		2
Miscellaneous accidents.....					1	1			1		1		4
Total.....	4	27	12	29	29	28	29	3	13		16		190*

* Of this total 148 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 42 were obtained from other sources. The number of fatalities that occur during a quarter is usually greater than shown, as not all fatalities are reported in time for inclusion in the quarterly tables. Fatalities not recorded in the quarterly tables are included in the annual tables appearing in the May issue.

Table H-2—Industrial Fatalities, by Industry and Province, During the First Quarter of 1963

(Preliminary)

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon & N.W.T.	Total
Agriculture.....				1	1	2						4
Logging.....			1	3	2	2	1		3	15		27
Fishing and Trapping.....			4	2		3				3		12
Mining and Quarrying.....			1		1	9	8	3	6	7		29
Manufacturing.....			1		4	16	1		3	4		29
Construction.....	2		2		5	4	3		6	6		28
Transportation, Storage and Communication.....	1		2		5	10			5	6		29
Public Utilities.....			1			1			1			3
Trade.....						10			1	2		13
Finance.....												
Service.....						9				7		16
Unclassified.....												
Total.....	3		12	6	18	66	7	3	25	50		190*

* See footnote to Table H-1.

Technical Note to "D" Tables

Tables D-1 to D-5 present selected statistics emanating from operations of National Employment Offices. These statistics, therefore, must be interpreted in the light of National Employment Service policy, operations, and reporting methods. Within this context, these operational statistics can provide useful information on labour supply and demand, historically and at specific points in time, by occupations, industries and local office areas.

Each National Employment Office is engaged in: (1) receiving applications for employment, assessing and recording the qualifications, interests, and aptitudes of the applicants, and assigning the occupational classifications which represent the applicant's highest levels of skill; (2) receiving orders for workers from employers, recording the employers' specifications for job vacancies, and classifying the orders occupationally and according to the industrial activity of the employers; (3) selecting from among available applicants the persons whose qualifications most closely approximate the specifications on the employers' orders; and (4) initiating clearance procedure to inform other National Employment Offices when suitable applicants are not available locally to fill employers' requirements. (There are numerous other related activities engaged in by National Employment Offices, but these are not the subject of the operational statistics under discussion.)

The industrial classification system used to classify employers and employers' orders is the Standard Industrial Classification of the Dominion Bureau of Statistics.

The occupational classification system used for classifying employers' orders and applications for employment is that of the Dictionary of Occupational Titles, published by the United States Employment Service. This system is based solely on the needs of the personnel selection process, and as a result is dissimilar from other occupational groupings such as occur in the census or in various salary evaluation systems.

The two basic statistical reports of the National Employment Service reflect these operations and systems of classification.

One of these statistical reports is produced from a physical count of the local office files of orders and applications, and shows by occupational groups the number of unfilled vacancies and registrations for employment that are active *on the last working day of each month*. Certain exclusions are made in this count, however. Total unfilled vacancies specifically exclude "deferred vacancies," i.e., those vacancies that are listed with the local offices

but for which employers are not yet ready to accept referrals or confirm hiring. Total registrations for employment exclude those persons who are known to be employed but are seeking different work, those persons who also have applications registered with other local offices, those persons who are seeking part-time work only, those persons who have registered in advance of their availability for work, and a few other similar categories. Since registrations are retained on an active basis for 14 days, these totals will include some applicants who have found work on their own but have not so notified the local office. Month-end data taken from this report on unfilled vacancies and registrations for employment are to be found in Tables D-1, D-4 and D-5. With particular reference to Table D-5, it should be noted that the totals given for each office represent the whole area served by the office and not simply those in the city or town in which the office is located.

The other basic statistical report contains monthly totals of certain National Employment Office operations, including such items as registrations received, vacancies notified, and placements effected, *during the whole of the month reported*. In this report, "registrations received" include the total number of registrations recorded during the month, and therefore differ considerably from "registrations for employment" taken from the other report, which deals only with selected registrations at a specific point in time. Vacancies notified and placements effected are recorded in this report by industry groups, but in the table published here, only placements effected are shown by industry groups.

"Vacancies Notified" are the total number of job openings that have been listed by employers with National Employment Offices, and, as such, provide an indication of fluctuations in the demand for workers. "Placements Effected" are the number of confirmed placements made by the NES on the vacancies notified. As such, placements effected provide an indicator of the number of persons who have found employment during the period. Placements effected include regular placements, casual placements (in jobs with an anticipated duration of six days or less), and transfer-out (placements involving the movement of workers from one local office area to another).

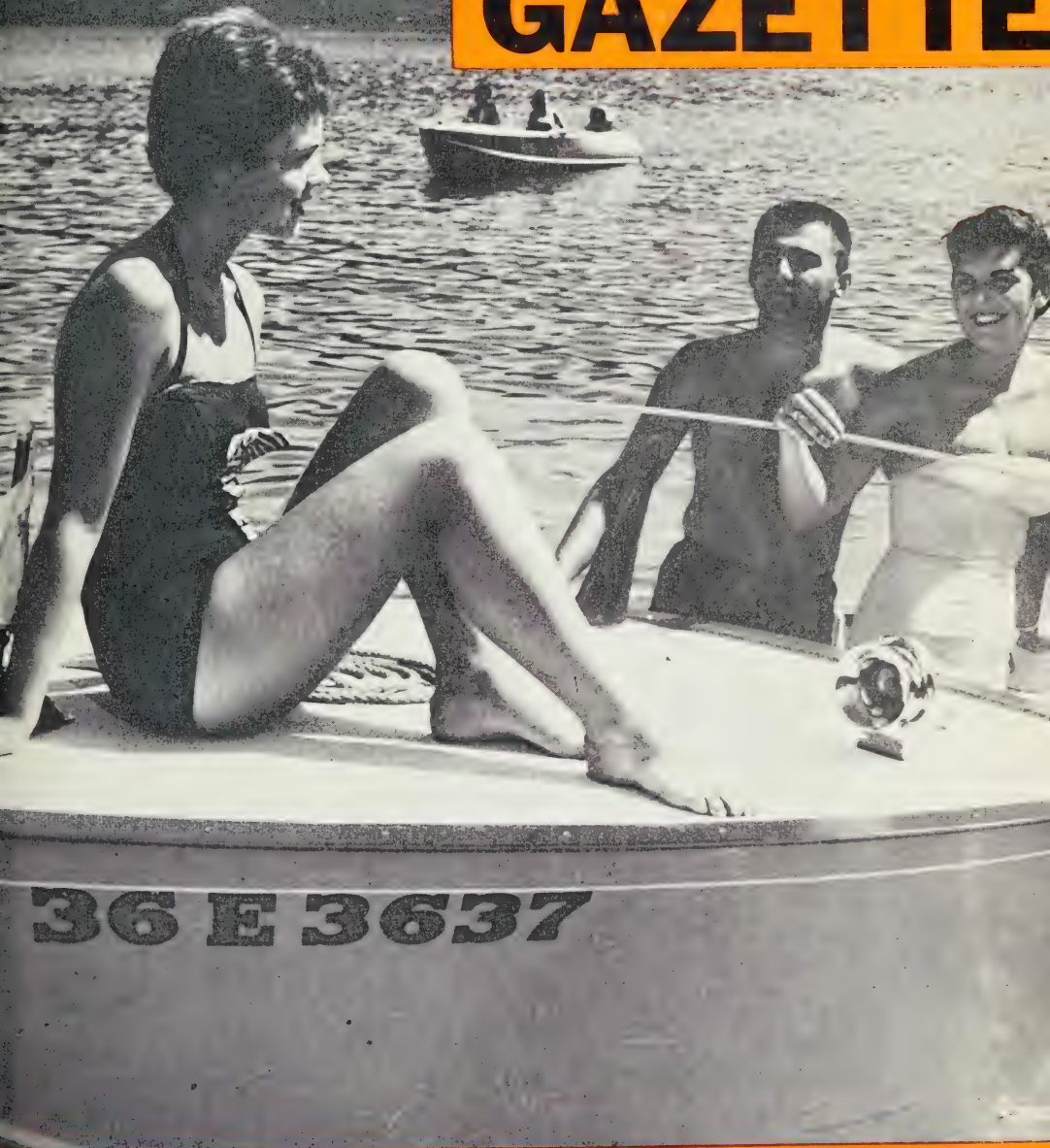
Tables D-2 and D-3 contain data on registrations received, vacancies notified and placements effected, and placements by industry, respectively, taken from the operational report covering the whole of each month.



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(Continued on page three of cover)

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Government Employees Compensation Act

More than 18,000 federal government employees were injured on job during last fiscal year, preliminary report of Accident Prevention and Compensation Branch shows; 17 employees killed

More than 18,000 federal government employees suffered injuries on the job during the fiscal year 1962-63, it was shown in a preliminary report last month on work injuries in the federal public service.

Most of the injuries were minor ones, but 6,273 were serious enough to keep employees away from work for various lengths of time. During the year the number of days lost was more than 100,000, equivalent to the year-round employment of 420 persons.

In the 12-month period, 17 government employees were killed on the job, and another 18 suffered permanent disabilities.

On the basis of the number of people covered, 1 federal employee in 13 had an accident of some kind during the year, and 1 in 39 had an accident causing loss of time. About 1 in 2,250 made a claim of permanent disability and about 1 in 14,000 died as a result of an accident on the job.

227,000 Employees

The report covers 227,000 employees of government departments, crown corporations and other federal agencies all across the country. These employees are protected by the Government Employees Compensation Act—administered by the Department of Labour—which provides for accident compensation to federal employees through the facilities of provincial Workmen's Compensation Boards.

Federal employees work at just about every kind of job carried on in Canada, including some found only in the public service, and their jobs often take them to the most remote parts of the country.

Many of these jobs are more hazardous than the average. For instance, government employees work on surveys by air, land and water. They work underwater on projects connected with harbours and defence. Some mine or process radioactive materials, others manufacture munitions. Many work in research on and development of explosives, chemicals, or weapons.

Most of the accidents last year, from bruised shins to fatal injuries, had one thing in common: like most industrial accidents, almost all could have been prevented by a little more caution by the

injured persons, or by a better application by their supervisors of proved safety practices.

Most of the year's injuries could not be blamed on unusual hazards, freak accidents or even plain bad luck. Rather, they were caused by conditions that are only too familiar to safety experts, for example, improperly arranged work places, poor lighting, or improper instruction in the use of equipment.

Advisory Service

The Accident Prevention and Compensation Branch of the Department, which offers a safety advisory service to government departments and agencies, reports that a number of them are achieving some success in reducing accidents, although the ratio of accidents to employees has remained fairly constant in recent years.

Because government jobs continue to change and grow more complex, the Branch plans to promote accident prevention much more vigorously in the future to ensure the safety of government employees and to reduce the direct and indirect costs of accidents.

A source of serious concern is the fact that the proportion of disabling accidents was higher than the year before, even though the total number of accidents dropped slightly. These accidents not only cause the most suffering, but are the most costly.

Costs of Accidents

Direct costs of accidents during the year, including compensation, hospital and medical costs, and administration expenses of provincial workmen's compensation boards, totalled about \$3,690,000, or \$16 for every employee covered by the Act. This was about 8 per cent higher than the year before.

Indirect costs of industrial accidents are even more serious in the long run, according to the Branch. These indirect costs, caused by lost time, disruption of work, and damage and loss of material and equipment, are estimated to amount to four times the direct costs.

Thirty federal bodies reported no accident claims at all during the year.

50 Years Ago This Month

Railroad Telegraphers convention recommends withdrawal from Trades and Labour Congress because TLC had voted to demand repeal of the Industrial Disputes Investigation Act of 1907

A move by the Order of Railroad Telegraphers to sever its connection with the Trades and Labour Congress of Canada in consequence of its disapproval of the action of the Congress in regard to the Industrial Disputes Investigation Act, 1907, was reported in the August 1913 LABOUR GAZETTE.

The union's journal, the *Railroad Telegrapher*, had published an account of the proceedings of "the ninth biennial and 19th regular session of the Grand Division of the Order," held in Baltimore, Md., on May 12 to May 21, 1913.

The recommendation that the convention should authorize the withdrawal of the Railroad Telegraphers from the Congress came from D. Campbell, Toronto, Third Vice-President of the Order. Mr. Campbell, speaking at the convention, strongly objected to the action of the TLC convention in September 1912 in voting to instruct the executive of the Congress to demand the repeal of the IDI Act.

Regarding the Act, Mr. Campbell said in part, "We have not asked its assistance directly in matters of legislation during our four years' connection with it. The Industrial Disputes Investigation Act has been of considerable benefit to our organization, as well as to most of the organizations coming under its application which are affiliated with the Congress. Notwithstanding this, the Congress voted instructing the executive to demand its repeal. Those who were loudest in denouncing the Act, and demanding its repeal, were the organizations to which the Act does not apply at all. With the exception of the United Mine Workers, none of the organizations to whom the Act applies were in favour of its repeal. In view of these circumstances, I recommend that this convention authorize the withdrawal of our organization from the Congress, as our money can be used to better advantage for the telegraphers in some other way."

The Telegraphers' convention adopted Mr. Campbell's recommendation.

Railway Construction

Construction of new railway lines was still in full swing in various parts of Canada in 1913. During July that year a

large number of men had been employed on the transcontinental railway between Winnipeg and Quebec, and there remained only a short distance on which steel had to be laid, the LABOUR GAZETTE for August 1913 reported.

"On the Canadian Pacific Railway, work preliminary to the driving of the tunnel over five miles long through Rogers Pass at the summit of the Selkirk Range was commenced during July. Work was actively carried on in double-tracking the Canadian Pacific lines in Saskatchewan, and 1,600 men were employed on the lines between Indian Head and Swift Current. It is announced that \$100,000,000 will be spent this year on improvements on the Canadian Pacific system, including additional mileage, rolling stock, terminal facilities, steamships, hotels, etc.," the report said.

More than 4,000 men were employed in laying steel on the Grand Trunk Railway, and the track had been laid for more than 1,000 miles west of Winnipeg. Meanwhile, track was being laid down from Prince Rupert to join up with it.

On the Canadian Northern Railway, nearly all the track had been laid between Ottawa and Toronto. The grading was almost completed, and the bridges had been finished. Work was also going on at several points between Edmonton and Vancouver, and nearly 9,000 men were reported to be engaged on the various sections in the mountains. Work was being carried out at the Hudson Bay terminal, and rapid progress was being made on an extension to the Timiskaming and Northern Ontario Railway in the neighbourhood of Iroquois Falls.

Statistics compiled from reports received from 51 steam railways and 36 electric railways operating in Canada in 1912 showed that 21,308,571 cross-ties, valued at \$9,373,869, had been bought by Canadian railways in 1912. About four fifths of these were cut in Canada; the rest were imported.

The August 1913 number also said, "The Canadian Pacific Railway this season added 620 chefs and waiters to their staff. While these were engaged in Montreal, they are spread over all the system."

Participant in 1st ILO Conference, Dr. W. A. Riddell Dead at 81

Dr. Walter A. Riddell, former Deputy Minister of Labour for Ontario, who was an adviser to the government delegates at the first International Labour Conference in Washington in 1919, died last month at the age of 81.

Dr. Riddell, whose career embraced labour relations, diplomacy, religion and university teaching, had also served as first chief of the International Labour Organization's agricultural service and for 12 years as Canadian representative on the assembly of the League of Nations.

To commemorate the 40th anniversary of the founding of the International Labour Organization, Dr. Riddell wrote especially for the *LABOUR GAZETTE* an article, "Canada and the First Year of the ILO," in which he described Canada's participation in the founding conference (L.G. 1959, p. 1258).

Dr. Riddell was educated at the University of Manitoba, carried on postgraduate work at Columbia University, and also studied at Union Theological Seminary in New York.

He was labour adviser to the Ontario Government during the First World War, and in 1919 became the province's first Deputy Minister of Labour. He brought the Ontario Mothers Allowance Act into being. He also recommended and drew up Ontario's pioneer Minimum Wage Act. As a result of his advice, the federal employment service was founded in 1918.

In 1920, he began his career in Geneva, which was to last 17 years. He then was sent to Washington as counsellor to the Canadian embassy. In 1940, he became Canada's first High Commissioner to New Zealand.

When Dr. Riddell retired in 1946, he founded a department of international relations at the University of Toronto, which he also directed.

Leader of 1949 Asbestos Strike, CNTU's Daniel Lessard Dies

One of the leaders of the 1949 asbestos strike, Daniel Lessard, died suddenly at Thetford Mines, in the Eastern Townships, on July 7, at the age of 44 years.

Mr. Lessard, who was a Vice-President of the Confederation of National Trade Unions since 1957, Secretary-Treasurer of

the National Federation of Mining Industry Workers since 1946, and President of the Thetford Mines Central Council since 1953, had worked as a miner from 1936 to 1946. He had been a union officer since his election as President of the Thetford Mines local almost 20 years ago.

Arrested under a charge of conspiracy during the asbestos strike, he was later released for lack of evidence.

Three Employer Organizations In Britain Plan Amalgamation

Three large British employers' organizations are to be amalgamated into a single body to provide employers with a single voice, just as the General Council of the Trades Union Congress does for organized labour.

The Federation of British Industries, the British Employers' Confederation, and the National Association of British Manufacturers last month invited two "distinguished personalities" to accept the task of drawing up a constitution for a "national industrial organization."

Among the suggested purposes of the new organization are:

—To provide for industry the means of formulating, making known and influencing general policy in regard to economic, fiscal, commercial, labour, social and technical questions, and to act as a national point of reference for those seeking industry's views:

—To provide advice, information and services to British industry to that end.

Actual union may not take place before the end of next year.

CNTU's Education Director Serves ILO in Central African Republic

Fernand Jolicoeur, Director of Education, Confederation of National Trade Unions, has just completed a two-month posting with the International Labour Office as workers' education expert in Bangui, by arrangement between the ILO and the Government of the Central African Republic.

Mr. Jolicoeur's duties were to study the requirements of workers' education, in collaboration with the trade union movement and the public authorities, and to expand the training programs of trade unionists at various levels and to make recommendations on administrative requirements to carry out the work of expanded programs.

U.S. Air Line, Railway Clerks Agree To Arbitration If Conciliation Fails

An agreement that provides for final and binding arbitration in any dispute after the machinery of the U.S. Railway Labor Act has been exhausted was signed last month by Pan American World Airways and the Brotherhood of Railway and Steamship Clerks. The signing took place in the office of U.S. Secretary of Labor W. Willard Wirtz, who also signed the agreement.

Under the agreement, if the mediation machinery of the Railway Labor Act fails to produce a settlement of disputes over changes in rates of pay, rules or working conditions, either party may request the National Mediation Board to proffer arbitration. The parties to the dispute will each appoint a member of the board of arbitration, and these two will appoint a chairman. If they cannot agree on a chairman, either arbitrator may request the Mediation Board to furnish a list of five persons.

Each of the arbitrators appointed by the parties shall in turn eliminate one name from the list until only one remains. The remaining person shall be chairman of the board of arbitration.

The company agrees not to lock out any employees represented by the union, and the Brotherhood agrees not to call any strike or slowdown.

Two Labour Men Appointed To Government Commissions

Two labour officers were appointed last month to new government bodies. Jean Marchand, President of the Confederation of National Trade Unions, was appointed a member of the 10-man federal Royal Commission for the study of biculturalism in Canada.

Gordon Milling, of the Canadian Research Department, United Steelworkers of America, was appointed to the six-member Pension Commission of Ontario. The Commission was formed to administer the province's portable pensions program.

Mr. Marchand is also a member of the National Employment Committee, Unemployment Insurance Commission, and of the Economic Planning Council of Quebec.

Father Dion Resigns as Director, Laval's Industrial Relations Centre

Rev. Gérard Dion has resigned as Director of the Industrial Relations Department of Laval University to devote himself to teaching. He will, however, retain his post as Editor of *Industrial Relations*, the quarterly published by the Department.

Father Dion has been with that Department of the Social Science Faculty for the past 18 years.

In Parliament Last Month

(Page numbers refer to Hansard)

The report of the industrial inquiry commission appointed to investigate and report on the disruption of shipping in the Great Lakes and the St. Lawrence River system (Norris Commission) was tabled on July 15 by the Minister of Labour (p. 2167). Officials of his own and other departments would be examining the report and its recommendations to see what further action was necessary, the Minister said.

On July 18, the Minister of Labour informed the House that the Government had set up a committee consisting of the Deputy Ministers of Justice, Transport and Labour, and the Under Secretary of State for External Affairs, to consider the Norris report and to bring forward without delay proposals for study by the Government (p. 2327).

The Minister of Justice on the same day announced that, in accordance with the recommendations of the Norris report, special counsel would be appointed immediately "to review all the facts and advise whether charges should be laid against any persons for conspiracy to prevent, by unlawful means, persons from working in the business of shipping; or for conspiracy to commit indictable offences, particularly offences involving violence; or for offences under the Industrial Relations and Disputes Investigation Act (p. 2327).

Bill C-80, to amend the Atlantic Development Board Act to increase the number of members of the Board to eleven from five, and to establish an Atlantic development fund to be credited with the sum of \$100,000,000, was introduced and given first (p. 1816), second (p. 2015) and third reading (p. 2085).

Among the bills read the second and third time and passed was Bill C-74 to establish a Department of Industry (p. 1692-1874). The bill was also among those given Royal Assent (p. 2498).

On June 26, the Minister of Mines and Technical Surveys announced the Government's intention to introduce during the present session legislation that would give assurance to the coal industry that the existing subvention policy would be continued for five years (p. 1577).

On July 2, the Minister of Trade and Commerce announced the extension from July 1 to October 1, 1963 of the time limit for filing of returns by firms and unions under the Corporations and Labour Unions Returns Act (p. 1723).

Labour Day Messages

Hon. Allan J. MacEachen

Minister of Labour

Probably the most important single development affecting labour and management over the past few years has been the rapid spread of technological change.

Although automation and other advances promise great benefits in the way of higher standards of living and more leisure time, they also bring with them many problems that demand the most serious consideration and attention by both labour and management. This concern has led to a more active spirit of co-operation and both parties have been examining their relations with each other; their attitudes and policies have been changing.

Changes are inevitable. They cannot be halted. But we cannot wait for them to overtake us; we must try by intelligent planning to take some of the uncertainty out of the future, and by anticipating events ensure that we extract the maximum of good and the minimum of hardship from them.

In recent months we have seen labour, management and governments sitting down together to find ways of resolving the long-term problems of income and employment security, and of increasing the adaptability of labour in the face of constantly changing manpower requirements.

Joint consultation in industry at the plant level is not a new idea in Canada. Today, however, this kind of consultation is taking place at all levels of labour and management, in a spirit of sincerity and co-operation that is one of the most encouraging developments in the labour relations history of this country.

Early last summer I announced an employment and manpower development program designed to reduce unemployment, promote manpower development and increase employment security. This program recognizes the growing importance of joint union-management solutions to current problems by setting up a Manpower Development Service in the Department of Labour to help management and unions find ways of promoting greater employment security.

We intend to give financial help to unions and employers for research on technological changes before they take place, and we will also provide a re-employment incentive to help workers, and their dependents, displaced by industrial change.

We are stepping up our support of various forms of technical and vocational training. In particular, we are increasing the federal

contribution toward training of unemployed workers, and toward re-employment and training for older workers who have difficulty in finding satisfactory jobs.

We are co-ordinating federal government efforts to fight winter unemployment so as to make them more effective, and we have added a new winter house building incentive in the form of a direct payment to the first purchaser of houses built substantially in the winter months. This will increase winter employment directly, and will stimulate the economy in general as well.

While organized labour is preparing to deal with the problems of the future in a newly-developing relationship with employers, it has still much to do in its fundamental task of organization and of raising basic standards.

As part of this task, it has always taken upon itself the duty of keeping its own house in order. In the disputes that have brought so much trouble on the Great Lakes and the St. Lawrence Seaway, however, the international scope of the problem led labour to be the first to demand a government investigation. That investigation records that the great body of organized labour fought staunchly, and often with considerable individual courage, for law, order and good unionism.

The report of the industrial enquiry commission proposed an extraordinary remedy, that of a trusteeship. Four of the five unions mainly involved indicated their willingness to accept such action. It shows how serious they consider the situation to be and it is a measure of their desire to get the problem cleaned up and get on with more normal and constructive work.

In view of the fact that all of its affiliates concerned have accepted the recommendation for a trusteeship, and on the understanding that the trusteeship would be temporary and that the legislation providing for it would contain other safeguards including the progressive removal of the trusteeship, the Canadian Labour Congress assured the government of its co-operation.

Trusteeship, which is a device used by the unions themselves to control and rehabilitate delinquent local unions, is a distasteful remedy to deal with a repugnant situation. Fortunately, nearly everyone has realized that action along these lines is a necessity.

It is to be sincerely hoped that the decision to establish a trusteeship will lead

to a full resolution of the serious problems that have arisen in both Canada and the United States over the past three shipping seasons.

I also announced that legislation would be introduced at the fall session of Parliament to put this measure into effect. This time is needed, because the legislation must

be worked out in detail to suit this specific situation.

The trustees' task will not be easy. It can be helped immeasurably by good will and patience on the part of the unions, and their members, who will benefit when order is restored to this vital part of our economy.

Claude Jodoin

President, Canadian Labour Congress

Labour Day is more than a holiday—it is a time for rededication of the labour movement in its efforts on behalf of all mankind. The fact that on this day many hundreds of thousands of workers and their families enjoy a time of relaxation and enjoyment takes nothing away from this serious purpose of our movement. One of the objectives of organized labour over the years has been to enable people to find more in life than toil, and considerable progress has been made in this regard.

At the same time we are very conscious that a great many Canadians are still deprived of the opportunity to work because of the toll of unemployment.

Labour Day marks the turn of the season and brings with it the approach of a period when unemployment rates traditionally rise. There has been a growing awareness of the seriousness of this situation; but, in the view of our organization, there has not yet been a realistic approach to finding a solution.

Certain steps have been taken to strengthen the Winter Works Incentive Program; but they are far from adequate. In some instances other steps have been taken by the Government which may counteract the intended benefits. There is need now, before the snow flies, for a far more extensive and imaginative program to curb the waste of winter idleness.

This, however, is still only one of several forms of unemployment from which we have been suffering for some time. There is the unemployment which results from structural changes in our economy. Where such situations arise there should be special assistance to industries which show hope of continuing. If an industry finds itself doomed by changing conditions, then adequate provision must be made for retraining or relocating workers, or perhaps both.

In some parts of the country we are faced with particular situations in an area or a community. Tax incentives alone are inadequate to meet the needs of such situations. These problems call for a program

related to the economic resources of the area and designed on a long-term basis to provide people with work at decent wages.

The welfare of all parts of Canada depends on our welfare as a whole and the need now—as never before—is for bold, imaginative and realistic approaches.

It is the hope of the Canadian Labour Congress that the Economic Council of Canada may provide an avenue for a more co-operative approach to these and other problems which face us as an industrial nation.

A great deal has been heard during the past year about new developments in labour-management relations in Canada. It is likely that even more will be heard during the next year.

Certainly there is need for an improvement in these relations. Some limited progress has already been made. There is increasing recognition of the possibilities of men of good will from both sides of the bargaining table getting together to discuss matters of mutual concern. These approaches must be on a sound basis. Many of us feel that the only way such relationships can be soundly developed is from a firm base at the national level. The need of the moment is for exploration of the areas in which labour and management can usefully work together.

Instances in which management uses all available means to fight the formation and continuation of free trade unions are a serious handicap to such improvements. Although there has been a reduction of this type of anti-union activity, it is, regrettably, still quite extensive in Canada.

The Canadian Labour Congress is quite prepared to play its full role in the development of better relationships. We do this while retaining to the full our right to press for that which we believe to be just and right for the people.

There will not be the slightest easing of our efforts to obtain proper wage rates, to establish good working conditions, and

to advance social benefits. The program of the Canadian Labour Congress will continue—and in fact be intensified—in all these areas during the year ahead. We are

convinced that through such efforts a free trade union organization can make a great contribution to the future of Canada, just as it has to its past.

Jean Marchand

General President, Confederation of National Trade Unions

(Translation)

The Confederation of National Trade Unions, with its more than 125,000 members, is happy to send its greetings to all workers in Canada on the occasion of Labour Day.

In spite of the efforts made in the past year to right the Canadian economy, we must deplore the persisting unemployment and the insufficient growth of our economy. We hope that the establishment of an Economic Planning Council at the federal level will arouse an awareness in all the agents of our economic activity and induce them to take the necessary steps to correct our deficiencies and put us on the road to progress and prosperity.

The CNTU hopes that, in the immediate future, planning will cease to be a mere pretext for making speeches and statements and become institutionalized in well structured and coherent organizations. If we wish this planning to be democratic, management will have to get together in appropriate bodies, since its present division into a variety of scattered groups does not permit the working out of a positive and progressive general policy.

Management will also have to stop seeking inspiration from the American economic philosophy, which concerns a situation very different from ours. Some things can be done in the United States which become heresies on this side of the border.

Trade unionism must also gain complete autonomy in relation to American unions and rebuild its structures in accordance with the requirements of our modern community. In the face of the problems of our country, trade unionism must alter its perspective and reorganize itself so as to be able to

share in their solution. The time for local and occupational selfishness is past and it must give way to responsibility toward the whole of the community.

But the future behaviour of trade unionism will depend largely on the behaviour of Canadian employers. Generosity, objectivity and sense of common interest cannot develop unilaterally.

We want to repeat that we are going through a period of technical revolution. We must proceed in such a way so as not to become victims of that revolution. The demands of production must not jeopardize the fundamental human values.

In order to control and master technology, education must be widely spread. Vocational training must be advanced and adapted to the changing conditions of industrial technology.

The bad effects of automation must be countered with rehabilitation measures and study programs for adults.

Trade unionism does not adopt a negative attitude in the face of technological progress; it does demand that human values be taken into consideration.

The CNTU again offers to co-operate with governments and the agents of our economic activity in order to solve the problems facing Canada, which concern particularly the workers. Let us hope that its action will result in other than statements of good intentions and wishful thinking.

Hundreds of thousands of our people are waiting, in unemployment and uncertainty, for their leaders to show enough imagination, talent and courage to guarantee them profitable and permanent employment. We cannot count indefinitely on their resignedness.

J. A. Huneault

Chairman, National Legislative Committee, International Railway Brotherhoods

In extending Labour Day greetings to the membership and families of the organizations it represents. The National Legislative Committee, International Railway Brotherhoods, welcomes the opportunity

also to greet all workers of Canada and of the entire world.

We are deeply conscious of the many scientific and technological changes and

(Continued on page 726)

B.C. Conference on Industrial Relations

More than 600 attend two-day conference organized by British Columbia Department of Labour with help of province's labour and management to review the concepts in industrial relations

More than 600 persons—representatives of labour, management and government from all parts of Canada and the United States—attended a conference on industrial relations organized by the British Columbia Department of Labour with the help of labour organizations and corporations in the province.

Held at Vancouver on June 26-28, the conference was under the chairmanship of Dr. J. T. Montague, Associate Professor of Industrial Relations and Director of the Institute of Industrial Relations, University of British Columbia. Dr. Montague was formerly on the staff of the Economics and Research Branch of the federal Department of Labour.

One of the purposes of the conference was to expose to constructive criticism the concepts, procedures and techniques in industrial relations. Others were:

—To identify the objectives of collective bargaining;

—To identify areas of co-operation between government, labour and industry in industrial relations in British Columbia;

—To identify possible studies and co-operative programs.

A further objective, said Hon. L. R. Peterson, British Columbia Minister of Labour, in his closing remarks to the conference, was to provide a means for the better communication of ideas between labour and management.

The conference consisted chiefly of panel discussions, generally one each morning and one each afternoon, in most cases led by a university professor, with a representative of management and a representative of labour taking part.

Walter C. Koerner, B.C. representative of the National Productivity Council, in an address to the opening session told the delegates that labour-management relations lacked precisely defined guide lines.

"Mutual trust must be achieved if we are to achieve our goals," he said and remarked that improvements in productivity would not succeed unless regional understanding was established from the "grass roots."

Labour Minister Peterson, in the opening address, said that in the labour relations field there seemed to be a tendency to try to resist change, and to use the same tools for settlement of today's disputes that were

used and found wanting years ago. It was impossible in a growing and dynamic industrial society for labour-management relations to remain static, he said.

First Panel

The first panel discussion, on "The Nature and Character of Collective Bargaining—its Challenges, Trials, Accomplishments and Failures," was led by Dr. A. J. Siegel, Associate Professor of Economics, Massachusetts Institute of Technology. Panel members were Edward Sims, one of the Pacific Regional Vice-Presidents of the Canadian Labour Congress; and P. M. Draper, Vice-President (Administration), Canada Iron Foundries Ltd.

Dr. A. J. Siegel

Dr. Siegel said that conflict in labour-management negotiations was unavoidable, and that the two parties should not seek to eliminate it. Banning strikes would only serve to transfer disputes to the political arena and to bring in ideological overtones, he said.

"We should seek to moderate conflict, to contain it in orderly channels and to encourage the parties to explore other means of resolving differences," he contended.

Edward Sims

Edward Sims, who is also President of the Vancouver and District Labour Council, pointed out that in Canada last year time lost as a result of strikes and lockouts was "a mere 0.1 per cent of all working time." He said that people who glibly write off collective bargaining as obsolete for the second half of the 20th century betray an ignorance of its revolutionary role in the past and its indispensable role in the present.

P. M. Draper

Mr. Draper took his own colleagues to task. "Management is sometimes heard to say that there is a serious imbalance in bargaining power in favour of labour, and this should be corrected by legislation," he said.

"Even if legislation were to bring about the desirable degree of democracy in unions, whatever that is, and financial integrity in unions, if it is lacking, management is not going to like well-run unions any better or have any easier time with them in collective bargaining. What is needed is not weaker unions but stronger management."

Second Panel

The second panel discussion, on "The Nature and Character of Collective Bargaining in British Columbia—its Challenges, Trials, Accomplishments and Failures," was led by Dr. Stuart M. Jamieson, Professor of Economics, University of British Columbia. Panel members were J. A. Moore, President, Western Canadian Regional Council No. 1, International Woodworkers of America; and S. W. Welsh, Managing Director, Fred Welsh & Son, Ltd.

Dr. Stuart Jamieson

Dr. Jamieson proposed that there should be a permanent industrial inquiry commission for the British Columbia lumber industry. "One gets the distinct impression that there's a serious lack of effective communication between representatives of the International Woodworkers of America and major employer groups," he said. "There seems special need in this industry for continuous consultation, fact-finding and exchange of information between labour and management throughout the year."

Prof. Jamieson said that the provincial Government was in a position to prod the two parties if they were unable or unwilling to agree on this. "Under the Labour Relations Act the Minister of Labour can appoint a special industrial inquiry commission, with power if necessary to subpoena witnesses and require parties to produce any records or documents deemed relevant," he said.

Industrial relations in British Columbia since the war have been less turbulent than in some previous decades, Dr. Jamieson pointed out. But some facts and figures indicated that there had continued to be a relatively higher incidence of strikes and lockouts in B.C. than in other provinces, although statistics modified such conclusions. Strikes in B.C. have tended to be more prolonged than in the rest of Canada, and strikes in Canada more prolonged, on the average, than in the United States.

The average duration of strikes in B.C. during 1949-60 was 25.4 days, or almost 50 per cent longer than the Canadian average of 18.3 days during this period, the speaker said. "Strikes and lockouts in B.C., therefore, while in proportion to union membership no larger or more frequent than in the rest of the country, on the average, have been longer and more difficult to settle."

J. A. Moore

"There is a lack of good bargainers, especially on the part of management," said Jack Moore. "This can be explained, at least in part, by a lack of knowledge and experience. Far too often managers are dragged to negotiations only by law. This type is protected by law right down the line, and results may only be obtained by eventual threats of conflict after many months," he said. "In the woodworking industry . . . our experience has been one of frustration at the bargaining table."

There is little genuine collective bargaining in the province, Mr. Moore said. Management imagines itself to be the architect and protector of capitalism and free enterprise, he asserted, and fears the incursion of "dictatorial" labour unions not only in its immediate affairs, but also in its system.

"Management wants to increase the benefits to labour by increasing the size of the pie, not the slice," Mr. Moore said. "Labour wants both. To accede to this, management's philosophical convictions as the trustee of the system would be gravely offended."

Collective bargaining "is an imperfect system, as are most democratic institutions, but carried out with skill and unhindered by intervention, it works," he said.

S. W. Welsh

The focal points of unrest in British Columbia are generally the construction and forest industries, said Mr. Welsh, and the construction industry has had more than its share of disputes. "The most serious cause of work stoppages has been the question of jurisdiction over the placing or fabrication of various materials. This is made complicated by the number of craft unions that make up this field.

"Jurisdictional work stoppages during the life of an agreement are illegal, but in spite of this they account for more disputes than the renewal of contracts. Machinery for the peaceful settlement of these disputes is set up with the craft unions, but it is cumbersome and slow in some instances," Mr. Welsh said.

New contract agreements form the other main cause of disputes, he continued. It was not unusual, he said, for a contractor to have 10 or more separate agreements with the various craft unions from which he drew his labour. Each union tried to overtake the highest paid and best conditioned agreement, which led to a leap-frog situation. Most unions ignored the possibilities of multi-trade agreements, but he believed that craft unions would eventually have to accept more unification of their agreements.

Third Panel

Dr. W. R. Dymond, Assistant Deputy Minister, federal Department of Labour, was the leader of the third panel discussion, the subject of which was "The Role of Collective Bargaining Research and Statistics in Industrial Relations." Panel members were Russell Bell, Research Director of the Canadian Labour Congress; and Richard Hinton, General Manager, Personnel and Industrial Relations, Shell Oil Company of Canada Limited.

"Unless collective bargaining responds to the challenge, governments will be required to intervene more forcefully in meeting the problems of technological change," Dr. Dymond said.

(Dr. Dymond's paper, in which he gave an outline of the Government's manpower adjustment program, is summarized in the following article.)

Russell Bell

Canadian industry and labour can cope with the dislocations caused by automation only if there is an expanding economy, and this depends on government fiscal and monetary policy, said Russell Bell. There has been "too much emphasis on structural changes and not enough on the inadequate demand for goods in our economy."

We suffer from technological changes because the economy is not expanding, Mr. Bell said. "The failure to see that inflation was no longer a problem until long after the problem was over was a cause of the restrictive policies that have helped to bring on unemployment. . . . Unless we solve the problem of aggregate demand for goods, the most sophisticated (union) agreements will not prevent unemployment resulting from technological change."

When unemployment replaced inflation as Canada's real problem, labour goals changed, Mr. Bell said. Job security then took precedence over wages. As a result, the role of research is changing. The first important change, he said, was the Kaiser Steel agreement, which guarantees that employees will not suffer in wages from automation, and will also share in increased productivity.

Richard Hinton

Mr. Hinton pointed out that there were sometimes traps in economic research. "There may be difficulties in drawing conclusions from research. There is also the question of whether we get into *bona fide* collective bargaining soon enough," he said.

Fourth Panel

The fourth panel discussion, led by J. W. Bloch, Chief, Division of Industrial and Labor Relations, Bureau of Labor Statistics, United States Department of Labor, was on the subject, "Problems of Collective Bargaining in a Changing Technology—its Impact on Wages, Working Conditions and Fringe Benefits." Panel members were H. J. Waisglass, Canadian Research Director, United Steelworkers of America; and Edward Benson, Vice-President and General Manager, Pacific Press Limited.

J. W. Bloch

Referring to the AFL-CIO's campaign for a shorter work week, Mr. Bloch said, "Up to now, the major thrust for the shorter work week has been for it to be done by legislation rather than by collective bargaining."

H. J. Waisglass

The basic issues of industrial conflict today are those that arise in areas where management believes its prerogatives to be sacrosanct, Mr. Waisglass told the delegates. He defined some of the serious issues as productivity, plant relocation, price and output policy, marketing problems and foreign and domestic competition.

"Management would like to have the understanding and co-operation of unions, but without consulting them and without providing them with all the facts which are necessary for understanding and co-operation," he said. He contended that government-sponsored conferences and committees to promote labour-management co-operation were, for the most part, a waste of time and energy, largely because of their failure to deal with the issues that create conflict.

Mr. Waisglass said that such issues as the assigning of operations to outside concerns, work rules and work standards, compulsory and excessive overtime, and seniority rules governing layoffs and recall lead to serious conflict between labour and management.

Very little progress has been made in collective bargaining since the mid-1950's, he maintained. If collective bargaining is to grow and develop as a constructive and positive instrument, governments must remove legislation that imposes barriers to the solution of industrial disputes by restricting strikes and imposing compulsory arbitration. The efforts of government should be toward improving mediation services, he said.

The Steelworkers Research Director argued that unions could not be expected to support and implement management decisions if they had not been involved in making them.

A major responsibility of every union is to oppose and resist the oppression of workers by bureaucratic management and by bureaucratic government. Unions would fail in this duty, and the oppression upon the workers would become intensified and even insurmountable, as they are in Fascist and Communist states, if unions should become integrated with the bureaucracies of business and state. Cooperation is obtained only through the democratic processes of resolving conflicts and not by suppression or repression of conflict.

Edward Benson

The closed shop and its rigid jurisdictional rules have so far been insurmountable barriers to management's attempts to temper the effects of technological dislocations, Edward Benson told the conference. Mr. Benson, whose firm prints the *Vancouver Sun* and the *Vancouver Province*, said that automation was coming to the newspaper publishing business "with a vengeance."

He said that because of new methods, various men would become redundant almost immediately, but in the not distant future more manpower would be required in at least two of the six main groups in his plant. "I will be in the ridiculous position of making redundant people associated with the company for five or six years, and at the same time accepting new employees in another section who haven't had the slightest association with us," he continued.

Mr. Benson advocated collective agreements of not less than five years duration, "I think every employer, at least every forward-thinking employer, would be more receptive to doing his part toward minimizing human dislocations if he knew he could plan for a reasonably lengthy period of time, free from the apprehension that a collective bargaining impasse might bring all his plans down around him in chaos," he said.

Fifth Panel

The fifth panel discussion, on "The Growth of Third-Party Power in Industrial Disputes," was led by Prof. A. W. R. Carrothers, Professor of Law, University of British Columbia. Panel members were E. P. O'Neal, Secretary-Treasurer, British Columbia Federation of Labour; and J. J. Carson, Executive Assistant, British Columbia Hydro and Power Authority.

Prof. Carrothers

It is within the range of feasibility for the parties to an industrial dispute to minimize the need for intervention, Prof.

Carrothers said. He went on to discuss the ways and means by which labour and industry could improve third-party intervention.

Prof. Carrothers reviewed the history of collective bargaining in Canada, and noted that in recent years there had been a trend away from government intervention by conciliation or other methods. This was so in Quebec and Ontario, he said; but at the other extreme he noted a trend toward compulsory arbitration. Manitoba and Alberta have standing machinery to meet emergencies.

The system of collective bargaining still faces threats of an increase in third-party intervention, he said. The conduct of unions and industry would determine the trend. The best course, he thought, was for no party to expect to gain unfair advantage through conciliation.

"Re-alignments required by technological change in the immediate future may be greater than collective bargaining can accomplish," he said. "Problems must be met and solved. The question is whether the means are to be collective bargaining or state determination." A union that clings to the performance of a specific skill, or to an association with a specific industry, will disappear, Prof. Carrothers contended.

E. P. O'Neal

E. P. O'Neal contended that present labour legislation involved too much government intervention and too much compulsion. "Yet, it fails to do the job." Labour legislation in B.C. and across the whole country developed from emergency decisions of public policy piled on top of each other, and is now the most compulsive system in any of the western nations, he said.

In British Columbia, the conciliation officer was often placed in an "impossible position," Mr. O'Neal said, because he was required to perform functions beyond those of a mediator; for instance, to recommend terms of settlement that lacked the force of an arbitration ruling.

The great fallacy in our system is that, in its exaggerated concern over the avoidance of work stoppages, it ignores their role as catalytic agents in bringing about agreements. Our historic primary goal of industrial relations public policy is wrong. The avoidance of work stoppages is not a suitable goal. A work stoppage is not the end of the world, and in many cases [it] can play a positive role in future relations.

The compulsory conciliation procedure should encourage a constructive attitude toward collective bargaining, Mr. O'Neal said, but there was no sign that the B.C. system had been more successful than procedure used in other countries.

J. J. Carson

"Every invitation to government for controls, intervention, regulation or protection must be paid for in someone's individual freedom," said J. J. Carson. He suggested that management and labour should jointly ask for a moratorium on further labour legislation.

"There may be a need for our 10 provincial Departments of Labour and the federal Department to effect some minor adjustments within their separate jurisdictions in order to achieve a greater sense of national labour policy across the country. But major changes should be delayed until we collectively have attempted to put our houses in order," he said.

Mr. Carson also proposed that labour and management should try voluntarily to outlaw strikes or lockouts that imperil the health or safety of the general public, "and that we make this position known."

"Third-party power is growing sporadically, usually in response to crisis, but at an ever-quickenning pace," the speaker said, and there was every evidence that third-party or government intervention would continue to grow unless labour and management improved their capacity to bargain collectively without disrupting the public interest.

Mr. Carson suggested that labour and management should make a joint study of conciliation boards, and that they should work together to lift labour-management relations out of the political arena. "The basic legislation required for free and equal collective bargaining is already available—in some areas we have far more than we require. Let us jointly ask for a moratorium on further labour legislation," he said.

Sixth Panel

The last panel discussion of the conference, also under the leadership of Prof. Carrothers, was on "Ways and Means by which Labour and Industry can Improve Third-Party Intervention in Industrial Disputes." The panel members were Joseph Connolly, General Organizer, United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada; and D. A. S. Lanskill, Assistant Manager and Counsel, Forest Industrial Relations Limited.

Joseph Connolly

Joseph Connolly suggested that British Columbia should establish a commission along the lines of one in Ontario which investigates and tries to settle jurisdictional disputes. He also proposed that the work begun by the conference should be con-

tinued, and that the four parties that had arranged it should select continuing committees to develop some of the points discussed.

"If these committees are brought about, it should not remain a secret," he said. Information should be sent to the federal Government, because your success in B.C. can be our success throughout Canada."

He suggested that the committees should work on the following matters:

—A 35-hour week for the building and construction trades.

—Bringing about multiple bargaining in the building trades, so that the agreements would terminate at the same time, in order to eliminate one trade's causing a work stoppage to the detriment of those who had completed an agreement.

—Establishment of a jurisdictional disputes commission in the building trades.

—Because of the shorter week and moonlighting, consideration of the establishment of an industrial standards act.

Don Lanskill

Union politics and the economic illiteracy of unionists are at the root of many collective bargaining problems, said Don Lanskill. The lack of understanding of economics was the fault of the high school system, he contended.

Mr. Lanskill added, however, that more and more union officers were gaining some knowledge of economic theory and practice, which enabled them to recognize realistic areas of settlement.

He also said that trade unionists were not the only ones who did not understand economics. "One of the greatest problems in collective bargaining today is economic illiteracy on the part of all parties in varying degrees," he said. "The most acute incidence is among the average employees and union members and it is not brought about through any particular fault or omission on their part. A combination of economic illiteracy on the part of the rank and file membership, and the politics of unionism, which usually requires union officers to expose themselves to periodic elections, adds up to major troubles at the collective bargaining table," he said.

He disagreed with Dr. Jamieson's view that there was a lack of communication between his organization and the IWA. He said that labour and management in the lumber industry had developed the "hot line" long before Kennedy and Khrushchev thought of it, and that the practice had averted many work stoppages.

Mr. Lanskill thought that the present conciliation service in B.C. should be

upgraded, and a recruitment and training program started. "This means thinking in terms of professional mediators at \$15,000 or \$20,000 a year. We cannot afford to have less than the best when the whole provincial economy is involved," he said.

Conference Banquet

The strike is going out of fashion around the world, said Dr. A. M. Ross, Director of the Institute of Industrial Relations, University of California, Berkley, the speaker at the conference banquet. He spoke on "International Insights to Collective Bargaining Issues."

The reason strikes were going out of fashion, he said, was a general decline in bitterness and class consciousness among individual workers. He gave as other reasons for the decline of strikes: greater sophistication of employer groups in dealing with labour groups; a general tendency among trade unions to shift from industrial to political action as they discover that the latter is more powerful; the lessening effectiveness of strikes as employers organize to combat them; and a greater involvement of government in labour disputes.

Dr. Ross said that in Western Europe there are almost no strikes and that those that do occur are brief. The United States and Canada are unique in that they do have strikes, he said.

He said the right to strike was precious and invaluable, but said that the tendency was away from industrial conflict. He said that about 10 per cent of union members go on strike each year in the United States, compared with 5 per cent in Canada. The number of man-hours lost in strikes has declined in Canada by about 70 per cent, he said.

Closing Session

At the closing session of the conference, a provincial industrial relations council of labour and management representatives was called for by R.S.S. Wilson, Works Manager for Aluminum Co. of Canada, and a member of the British Columbia Labour Relations Board.

Such a group would enable the broad issues of labour-management conflict to be discussed away from the pressure of the bargaining table, he pointed out.

Chris Crombie, Secretary of the Vancouver and New Westminster Newspaper Guild, recommended that the Dominion Bureau of Statistics should combine with provincial departments to provide accurate, unbiased statistical information for the use of labour and management at the bargaining table.

Dr. Montague, the conference chairman, announced that in response to requests from both speakers and audience at the conference, the University of British Columbia's extension department would begin immediately to prepare a winter series of labour-management seminars.

Role of Collective Bargaining Research and Statistics in Industrial Relations

Collective bargaining has effective role to play in meeting human consequences of technological change, Assistant Deputy Minister says, predicting government intervention if it fails

"Collective bargaining has an effective role to play in meeting the human consequences of technological change and economic competition. Unless collective bargaining responds to these challenges, governments will be required, under the pressure of public opinion, to intervene more forcefully in meeting the problems of technological change," said W. R. Dymond, Assistant Deputy Minister, federal Department of Labour, in a paper presented at the B.C. Conference on Industrial Relations.

The title of his paper was "The Role of Collective Bargaining Research and Statistics in Industrial Relations," and he began by defining "research." Research must be an

objective process, he said, not concerned with offering proof or support for a preconceived position regardless of the facts. Much of what is known as research in the context of collective bargaining did not fit that definition "because it is manipulative and, at best, defensive in character; at worst, designed to mislead and confuse."

The postwar period was a time when the major economic problem in Canada was to contain inflation, when unions were preoccupied with obtaining wage increases to keep up with the cost of living, and when only halting steps were made in the fringe benefit area. During that period, problem-solving research was practically unheard

of, and there was little compulsion to use research and statistics in a more meaningful and creative way.

During the period, the government's role in collective bargaining was essentially an accommodative one: the main concern of public authorities was to force the parties to keep in touch with each other during negotiation disputes, and to encourage labour and management to maintain a continuous relationship for the purpose of bargaining collectively. "In short, the role of government was limited to facilitating the process of collective bargaining."

The Government's research and statistics agencies supplied statistics to the parties, who then used them as ammunition to prove their points. Public agencies engaged in very little analysis of the meaning of the statistics.

Now the economy has changed markedly, as has the social and political climate in which bargaining takes place. For these reasons, it is appropriate for the role of research and statistics in the bargaining process to change as well.

Automation presents Canada with both a challenge and an opportunity. The challenge is to ensure that the human consequences of automation do not work unnecessary hardship on those who must adapt to it. The opportunity opens up vast perspectives for increasing human welfare in both a material and cultural sense. The process of collective bargaining is one of the routes by which we may deal with both . . .

Automation has had a dramatic impact on the chemical and refining industries, on the metal fabricating industries, in the office and banking; is now spreading its influence to many parts of the service sector of the economy; and is on the verge of having major effects on assembly operations, hitherto relatively exempt from its influence, Dr. Dymond continued.

The kinds of technological changes taking place today can have just as far-reaching effects on our industrial relations environment as the impact of mass production techniques did on the policies of unions and employers in the twenties and thirties, when, over a relatively short period, industrial unionism, modern personnel administration, systematic wage structures, measurements of productive performance, and modern collective bargaining had their beginning.

Today's economic and technological forces are reflected in the shifting emphasis in collective bargaining toward job security issues, Dr. Dymond pointed out.

"I believe that the challenges that currently face us in the Canadian economy will sooner or later force labour and management to examine together a whole

range of important new problems," he said. He pointed out how the "challenge of reconstruction" in Western Europe after the war led to the development of a variety of forms of labour-management consultation.

One problem was to obtain increased productivity or efficiency, which was one way of meeting the challenge of increasing competition.

The type of collective bargaining that he believed had an effective role to play in meeting today's challenges would not be the same, Dr. Dymond asserted, as the kind that developed during the postwar period. And in the new setting, "research can be a powerful tool."

Must Be Mutual Understanding

The research must be mutually undertaken by labour and management "because there must be mutual understanding of the nature of the problems and the best ways of dealing with them."

These must ultimately be decided at the bargaining table. But, to be effective, the solutions reached there "must come out of a common set of facts and a common understanding of what they mean, both to the company and to the workers." Then the differences that will arise will be legitimate differences, based "not on opinion, emotion and impression, but on differences of objective and on differences of judgment."

It is easy to suggest that the parties to collective bargaining should co-operate with each other in arriving at solutions without resort to industrial conflict, Dr. Dymond acknowledged. But it has become clear that when labour and management sit down together to bargain about the solution to the displacement problems of technology, "there is too little time, and it is a strained atmosphere in which to reach an objective and constructive solution."

Advance warning of technological changes and their impending effects on manpower is necessary to provide time and a constructive atmosphere in which to work out effective and adaptive solutions. Certainly these kinds of tough, complex problems cannot be solved by the mere throwing of statistics across the bargaining table.

Some difficult questions are raised by these forces of competition and technological change: what will be the human consequences of the introduction of technological change, what kinds of new occupations will these changes bring about, [and] as a result how many of the current jobs and occupations will become obsolete; what kind of retraining arrangements can be worked out to prepare the present employees for the occupational requirements of tomorrow; what steps can be taken to ensure the re-employment of those who can no longer be employed in a given company, region, or industry?

These questions, if they are to be effectively studied, must be jointly examined by labour and management—pat solutions cannot be developed by one side alone.

The best basis for the examination of such problems is long-term objective research conducted by the parties to collective bargaining themselves, research aimed at solving problems and setting long-term goals, not at justifying rigid demands formulated at the bargaining table.

Such research calls for an objective appraisal of the facts, and for some kind of continuing union and management consultation, which will provide a constructive atmosphere in which to work out effective solutions.

It is significant, the Assistant Deputy Minister said, that some of the recent agreements that have focussed on a solution to the manpower adjustment problems that automation poses were a product of joint research, often assisted by representatives drawn from the public. A recent example was the Kaiser Steel settlement (L.G., Jan., p. 6), which contained provisions that were the outcome of nearly three years of study by a tripartite research committee.

Canadian examples included the non-operating railway employees agreement; the settlement between Quebec Iron and Titanium Company and the Metal Trades Federation (CNTU), which includes a provision for a joint research committee to study and recommend solutions for mutual problems; and the agreement in the Montreal construction industry that, to cope with the problem of labour mobility, provides for portable pensions and group life insurance programs.

Turning to the role of governments in industrial relations, which he said had been changing under changing economic and social circumstances, Dr. Dymond told of the Department's research, since 1956, on technological change and its manpower implications. "We are now turning our research in the direction of labour-management relationship problems that arise from technological change," he announced.

Manpower Adjustment Program

He then described the Department's plans to help industry and labour deal with the manpower adjustment problems that arise from technological and other economic changes—the Manpower Adjustment Program.

The program, he explained, was based on the following principles:

—appropriate plans at the plant level must be developed well in advance of anticipated worker displacement, or unnecessary unemployment will result; this requires advance research and assessment of the manpower consequences of industrial changes.

—where there is a union, research—and the plans that develop from it—should be developed jointly by management and unions to remove obstacles to constructive action which result from a lack of understanding and agreement as to the facts and the problem.

—the use of existing governmental services, both federal and provincial, that can help in bringing about effective manpower adjustments should be effectively co-ordinated at the plant level. Such services are provided under the Technical and Vocational Assistance Act for training and retraining and by the National Employment Service for the placement and re-employment of workers. In those cases where a complete employment adjustment is not possible at the firm or community level, the transfer of the displaced workers to other areas is necessary and is frequently inhibited by a lack of financial resources. Federal government assistance in combination with industry and the provinces will greatly facilitate this necessary kind of labour mobility.

To implement this program, Dr. Dymond said, the federal Department of Labour will shortly make provision for:

—A Manpower Consultative and Development Service to administer what we are calling "adjustment incentives". This Service will act in an advisory and technical capacity to employers and unions in developing manpower adjustment programs and will encourage and co-ordinate the use by industry of training, placement, and other organizations that can assist in bringing about more effective manpower adjustments consequent upon technological change.

—The Minister of Labour is authorized to enter into agreements with employers or jointly with employers and unions to provide research incentives to pay for one half the costs incurred in researching the manpower effects of industrial changes, and in the development, but not the implementation, of programs of adjustment. Such financial assistance, however, depends on the Minister's receiving, through the Manpower Consultative Service, reasonably advance notice of industrial changes that will have adverse effects on employment. Where there is a recognized union, there must also be agreement that management and union will participate jointly in the research and development phases of a manpower adjustment program.

—The Minister of Labour can also enter into agreements to provide re-employment or mobility incentives to a province or employers, or both, of one half the costs incurred in moving workers and their dependents displaced by industrial change to other communities where employment is available. This provision will, of course, be limited to those workers who, except for the payment of the incentive, would not be able to move and, in addition, the incentive will be contingent upon an employer's or a province's, or both, assuming the other half of the cost.

—An amendment of the Technical and Vocational Training Assistance Act to allow the federal Government to reimburse a province for 75 per cent of the costs that an employer undertakes in retraining workers under a manpower adjustment program, should they be threatened with displacement consequent upon technological change.

At the conclusion of this paper, Dr. Dymond called attention to the "serious and growing" shortage of trained research personnel in Canada.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a)..... (000)	July	7,035	+ 2.9	+ 2.3
Employed..... (000)	July	6,742	+ 3.2	+ 2.6
Agriculture..... (000)	July	775	+ 12.6	+ 3.9
Non-agriculture..... (000)	July	5,967	+ 2.1	+ 2.5
Paid workers..... (000)	July	5,497	+ 2.7	+ 2.6
At work 35 hours or more..... (000)	July	5,231	- 7.1	+ 1.8
At work less than 35 hours..... (000)	July	639	- 8.5	+10.2
Employed but not at work..... (000)	July	872	+321.3	+ 2.8
Unemployed..... (000)	July	293	- 3.6	- 4.9
Atlantic..... (000)	July	35	- 10.3	-23.9
Quebec..... (000)	July	112	- 0.9	+ 2.8
Ontario..... (000)	July	81	- 9.0	-13.8
Prairie..... (000)	July	30	- 3.2	+15.4
Pacific..... (000)	July	35	+ 9.4	+ 6.1
Without work and seeking work..... (000)	July	278	- 5.5	- 4.8
On temporary layoff up to 30 days..... (000)	July	15	+ 50.0	- 6.3
Industrial employment (1949=100).....	May	123.4	+ 3.4	+ 1.7
Manufacturing employment (1949=100).....	May	116.2	+ 2.2	+ 2.2
Immigration.....	1st Qtr. 1963	13,410	—	+14.0
Destined to the labour force.....	1st Qtr. 1963	6,761	—	+18.4
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	July	61	- 3.2	+29.8
No. of workers involved.....	July	17,101	+134.2	+ 1.9
Duration in man days.....	July	181,030	+130.9	+35.5
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.)..	May	\$83.65	+ 0.1	+ 3.5
Average hourly earnings (mfg.).....	May	\$ 1.95	0.0	+ 3.2
Average hours worked per week (mfg.).....	May	41.1	+ 0.2	+ 0.2
Average weekly wages (mfg.).....	May	\$80.26	+ 0.3	+ 3.5
Consumer price index (1949=100).....	July	133.5	+ 0.5	+ 1.9
Index numbers of weekly wages in 1949 dollars (1949=100).....	May	144.8	- 0.1	+ 1.8
Total labour income..... \$000,000.	May	1,805	+ 3.3	+ 6.0
<i>Industrial Production</i>				
Total (average 1949=100).....	June	204.8	+ 3.5	+ 5.1
Manufacturing.....	June	185.8	+ 5.1	+ 5.5
Durables.....	June	191.8	+ 5.4	+ 6.7
Non-durables.....	June	181.3	+ 5.1	+ 4.8

(a) Distribution of these figures between male and female workers can be obtained from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics. These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the labour force characteristics of the civilian non-institutional population of working age. (More than 35,000 households chosen by area sampling methods in approximately 170 different areas in Canada are visited each month). The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that was employed or unemployed during the survey week.

Employment and Unemployment, July

Employment rose between June and July by an estimated 207,000 to 6,742,000, an above-average increase for this time of year. A similarly large increase of 196,000 brought the labour force to 7,035,000. Unemployment declined slightly during the month to 293,000.

The estimated labour force in July was 158,000 higher than a year earlier. Employment was 173,000 higher and unemployment 15,000 lower than in July 1962.

The expansion of the labour force between June and July was characterized by a very large influx of students. During the month, an estimated 199,000 persons in the 14-19 age group entered the labour force and an equally large number got jobs.

The total entry of teenagers into the labour force during the two months from May to July amounted to 312,000. This compares with 268,000 during the same period last year and 214,000 in 1961.

The number of persons in the labour force 20 years of age and over remained virtually unchanged. Usually a sizeable decrease occurs in this group as a result of reduced participation by married women during the school vacation period. This year, the number of married women in the labour force showed little net change between June and July.

Employment

About two fifths of the total gain in employment between June and July was in agriculture. In non-farm industries employment gains were fairly general, and in total showed a larger-than-seasonal improvement.

Total employment in July was well ahead of a year earlier. At 6,742,000, the July

estimate represented an increase of 173,000, or 2.6 per cent over July 1962. The largest part of the advance was in the service, manufacturing and construction industries.

In Quebec and Ontario, employment levels were noticeably higher than a year ago. Similar advances occurred in the other regions.

Unemployment

Unemployment decreased by an estimated 11,000 to 293,000 between June and July. The change in unemployment at this time over the past five years has varied from an increase of 15,000 to a decrease of 29,000. The July estimate was 15,000 lower than a year earlier, all of the decrease being among unemployed men.

Of the 293,000 unemployed in July, some 201,000 had been unemployed for three months or less. An estimated 33,000 had been seeking work from four to six months and 59,000 for seven months or more.

Unemployment in July represented 4.2 per cent of the labour force, compared with 4.4 per cent in June, 4.5 per cent in July 1962 and 5.2 per cent in July two years ago.

Seasonally adjusted, the July unemployment rate was 6.0 per cent, unchanged from the previous month; in July 1962 it was 6.4 per cent.

The limitations of seasonally adjusted estimates require that some caution be exercised in using them. A high degree of precision cannot, therefore, be attached to the seasonally adjusted unemployment rates, especially in the context of month-to-month changes. In assessing current movements, the data for a number of preceding months must be taken into consideration.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	July 1963	July 1962	July 1963	July 1962	July 1963	July 1962	July 1963	July 1962
Metropolitan.....	1	1	5	3	6	8	.....	.....
Major Industrial.....	2	2	13	16	11	8	.....	.....
Major Agricultural.....	.....	.....	3	3	11	11	.....	.....
Minor.....	.....	.....	21	18	36	40	1	.....
Total.....	3	3	42	40	64	67	1	.....

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

CLASSIFICATION OF LABOUR MARKET AREAS—JULY, 1963

—	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	WINDSOR ←	Montreal Quebec-Levis → ST. JOHN'S Vancouver-New Westminster Winnipeg	→ CALGARY → EDMONTON → HALIFAX Hamilton Ottawa-Hull Toronto	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	Lac St. Jean OSHAWA ←	Brantford Farnham-Granby → JOLIETTE Moncton New Glasgow Niagara Peninsula Peterborough Rouyn-Val d'Or Saint John Shawinigan Sherbrooke Sydney Trois Rivières	→ CORNER BROOK → CORNWALL → FT. WILLIAM → FT. ARTHUR Guelph → KINGSTON Kitchener London → SARNIA → SUDBURY Timmins- Kirkland Lake Victoria	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agricul- ture)		Chatham Rivière du Loup Thetford-Lac Megantic & Ville St. Georges	Barrie Brandon Charlottetown Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Saskatoon Yorkton	
MINOR AREAS (labour force 10,000 to 25,000)		Beauharnois Belleville-Trenton BRAMPTON ← Campbellton Dawson Creek Drummondville Fredericton Gaspe Lachute-St. Therese Lindsay Newcastle Okanagan Valley Prince George- Quesnel Quebec North Shore Rimouski Ste. Agathe- St. Jerome St. Jean Simcoe Summerside Valleyfield Victoriaville	→ BATHURST Bracebridge Bridgewater Central Vancouver Island → CHILLIWACK Cranbrook → DAUPHIN Drumheller Edmundston Galt Goderich → GRAND FALLS Kamloops Kentville Kitimat Listowel Medicine Hat Montmagny North Bay Owen Sound Pembroke Portage la Prairie Prince Rupert St. Hyacinthe → ST. STEPHEN St. Thomas → SAULT STE. MARIE → SOREL Stratford Trail-Nelson → TRURO Walkerton Weyburn Woodstock, N.B. Woodstock- Tillsonburg Yarmouth	→ SWIFT CURRENT

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 491, June issue.

Vocational Rehabilitation 1962-63

Provinces report total of 1,814 persons reached "rehabilitation status" in 1962-63 and of this number, 1,366 became regularly employed and 87 established themselves in their own business

The year 1962-63 was marked by the negotiation of new agreements with the provinces under the terms of the Vocational Rehabilitation of Disabled Persons Act which became effective April 1, 1962. Under the stimulus of this new legislation, all provinces have been reviewing their programs, examining their services and looking to the further expansion and co-ordination of all those services needed for an effective program.

This is reflected in the increasing number of cases reported by the provinces on which it has been possible to obtain complete details. These reports are completed at the time active rehabilitation services have terminated and a suitable period of follow-up has revealed that the individuals have reached definite "rehabilitation status."

A total of 1,814 such reports of rehabilitated persons was received from the provinces in 1962-63. Of this number, 1,366 became regularly employed in business and industry; 87 set up in business for themselves in such things as watch repairing, shoe repairing, barbering and hairdressing; 62 became employed in sheltered employment; 24 were enabled to undertake some homebound employment, and 151 of the severely disabled were helped to the place where they could undertake their own care. One hundred and twenty-four resumed their responsibilities as housewives and homemakers.

In addition to medical, social and vocational assessment and counselling, a variety of treatment services were provided to more than half the number of persons rehabilitated, and almost 300 were fitted with prosthetic appliances and devices.

Of the 1,814 rehabilitated persons, more than 68 per cent were dependent on relatives or public assistance, and there were 1,400 dependents involved. The cost to the public purse was estimated to be \$1,118,891 annually. After rehabilitation, the estimated total annual income for the group is in the neighbourhood of \$3,401,979. The contribution of the housewives and homemakers is in addition to this total.

A study of the educational qualifications shows that 988 had not gone beyond elementary school; 170 of them had less than Grade IV education. Only 39 had continued their education beyond high school

but 346 had had some vocational training. In carrying out their rehabilitation plan, 810 undertook vocational training for various occupations. These included a variety of trades; service occupations such as hairdressing, barbering, nursing assistants and orderlies, shoe repairing, etc., and business and office work. More than 50 received training as nurses, teachers and in technology.

Before their acceptance for rehabilitation services, 560 of them had never been employed; 332 had been employed as unskilled workers, 118 in semi-skilled occupations and 158 in skilled occupations. One hundred and eighteen were engaged in agriculture, fishing or forestry. Service occupations gave employment to 150 and 208 were employed in sales and clerical work, and 51 in the professional or managerial field. One hundred and seventeen had been housewives or homemakers and two were retired.

With rehabilitation complete, the reports indicate, 114 are now employed in the professional or managerial field; 457 in sales and clerical work; 299 in service occupations; 68 remaining in agriculture, fishing or forestry; 201 as skilled workmen; 154 semi-skilled and 246 in unskilled work. The remainder are housewives or homemakers.

The age distribution of these disabled individuals extends from youth to old age. More than 50 per cent of them are under 30 years of age, many of them new entrants into the labour market. It is worth noting, however, that almost 30 per cent of those rehabilitated are over 40 years of age. Women form just under one third of the total.

This brings to 9,789 the number of such cases reported since the beginning of the federal-provincial rehabilitation program in 1957. It is estimated that, without rehabilitation assistance, these persons with their 7,435 dependents were costing \$6,530,385 annually for support. Now they earn approximately \$18,000,000 a year and have accumulated a total of \$63,237,352 in earnings since they became employed. This contrasts to the cost of their support for the same period, which would have been almost \$24,500,000.

Progress Since 1961 Conference on Aging

University of Michigan's 16th annual conference evaluates progress since 1961 White House Conference on Aging. Some of Canadian delegates had attended the Washington conference

The University of Michigan's 16th annual conference, held at Ann Arbor, Mich., was designed to: evaluate the progress made over the two and one-half years since the White House Conference on Aging in 1961; examine new attitudes, approaches, and tools that have been created by and since the Conference; review their implications and determine how they may be universally employed to the fullest advantage of older people; and to identify what additional facilities and mechanisms are needed for the future.

Discussion groups were held on many aspects of aging, including income and employment, health and rehabilitation, mental health, education, use of free time, housing, social services, research and training, and voluntary and religious organizations.

In the discussions on income and employment, it was pointed out that job displacement of older workers due to technological change was a significant factor in the upward trend of the unemployment rate during the last few years. Stress was laid on the increasing importance of education and training, particularly for older workers, who generally had a lower educational level than younger workers.

Those present believed that the educational level of older workers was likely to rise in future years because more young people were staying at school longer. The opinion was expressed that this could be a factor helping to minimize the employment difficulties of the older workers of the future.

Older women tended to enjoy an advantage in job seeking over older men, it was stated. This was thought to be because of the variety of occupations today that were peculiarly suitable to women. But older women were still at a disadvantage in finding jobs as compared with younger women.

The opinion was expressed in this discussion group that high school drop-outs tended to become long-term unemployed. Therefore, it was generally agreed, it was essential to encourage as many young people as possible to obtain as much education as possible.

In a discussion on training, evidence was given concerning workers past 50 who had been trained successfully and placed in

industrial jobs. It was generally agreed that more widespread attention was now being given to the skills and potential of older workers. It was pointed out that part-time work for older people could be created in a well-organized company and that in some instances this was being done.

Dr. Clyde W. Gleason, Older Worker Consultant, Bureau of Employment Security, U.S. Department of Labor, said that a study made in one local area in May 1963 revealed that 69 per cent of employers' orders to employment offices contained age limits under 45 years of age and that women aged 50 or older were barred from 60 per cent of the job vacancies. In the lower paid areas of the services industry, however, women up to age 65 were eligible for all but 13 per cent of job openings.

Speaking of the national scene, Dr. Gleason stated that unemployment rates in the older brackets were not particularly higher than the average for all age groups, but that once unemployed the duration of unemployment for the older worker was much longer than the average. The speaker went on to point out that by 1965, in the U.S.A., the 45-64 age group would be increasing by five workers to every one added to the 25-44 age group.

Greater use of community agencies in helping to educate local employers to retain, upgrade and hire older workers was urged as a means of reducing age discrimination in employment.

Clark Tibbitts, Deputy Director, Office of Aging, U.S. Department of Health, Education and Welfare, in addressing a plenary session of the conference said the trend toward earlier ages for retirement was precipitating a new social problem. "Only in the 1950's," he said, "did our youth-oriented society begin to accept the idea of retirement and only now are we realizing that older persons, displaced from our work force, must be assigned a socially useful role if they are to be happy."

The Division on Older Workers, Civilian Rehabilitation Branch, Department of Labour, was represented at the conference. Canadian delegates, who came from Ottawa, Toronto and Windsor, Ont., and from Montreal, included some of the persons who were members of Canada's delegation to the 1961 White House Conference.

U.N. Commission on Status of Women

Commission's Seventeenth Session, attended by delegates from 21 member states, discusses women's political rights, access to education, economic rights and opportunities, status in law

Delegates of 21 member states of the United Nations participated in the Seventeenth Session of the U.N. Commission on the Status of Women, held in New York in March. Topics discussed were those which are the continuing concerns of the Commission.*

Political Rights—In 96 countries women have full political rights and 39 states are now parties to the Convention on the Political Rights of Women. The view was expressed that emphasis in the work of the Commission should shift to implementation and effective use of political rights. To this end the Commission gave careful consideration to the draft of a pamphlet on civic and political education for women.

Access to Education—Illiteracy remains a major problem. Almost half the world's people still cannot read, and statistics indicate that illiteracy is particularly high among women. In many countries, the highly industrialized as well as the newly developing, training for girls tends to be limited to fields traditionally regarded as women's work.

For women in rural areas it was recommended that due priority be given to programs and activities directed to the development of education and vocational training of all types and at all levels.

Economic Rights and Opportunities—The representative of the ILO, introducing the documents which formed the basis of the discussion on women's economic rights and opportunities, stated that, while the Organization continued to work on matters of special interest to women, special efforts were being made to meet new problems created by technological change and by economic and social development and integration.

Future studies of the access of women to training and employment in the principal professional and technical fields will stress the evolutionary factors shaping the occupational outlook of women.

The Commission welcomed the decision to include an item entitled, Women workers in a changing world, in the agenda

of the 1964 and 1965 sessions of the International Labour Conference.

Retirement age and pension rights continued to be controversial questions in the Commission. The final recommendation was that provisions in this sphere be kept sufficiently flexible to meet varied and changing circumstances, individual needs and reasonable individual preferences.

Advisory Services on Human Rights—In 1962 the Commission had recommended an increase in United Nations projects to advance the position of women in developing countries. As a result the General Assembly had expanded its program of advisory services in human rights, doubling the number of fellowships.

Since 1958, regional seminars on citizenship responsibilities of women had been held in Bangkok and Bogota and on their status in family law in Bucharest and Tokyo. Another seminar on the latter subject will be held in Bogota in December. Members of the Commission regarded these meetings as an especially effective means of improving the status of women. In several countries national seminars had been held following the regional ones, thus extending their influence.

It was suggested that future seminars might deal with such subjects as educational and economic rights and opportunities, professional training and vocational guidance, and the participation of women in economic and social life.

Assistance for the Advancement of Women in Developing Countries—Among steps being taken by the United Nations to establish a unified, long-term program for the advancement of women, the Commission recommended that the attention of member states be directed to the value of appointing national commissions on the status of women, composed of leading men and women with experience in government service, education, employment, community development and other aspects of public life, to develop plans for improving the position of women in their respective countries.

Status of women in private law—The Commission was gratified that the General Assembly had adopted the Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages.

*Full details of the agenda were given in Women's Bureau Bulletin No. VII, February 1963. The published Report of the Seventeenth Session may be obtained from the Queen's Printer, Ottawa. Price \$1.10.

Major Settlements in First Half, 1963

During the first six months of 1963, collective bargaining in Canada produced 116 settlements covering bargaining units of 500 or more employees, outside the construction industry. All but four of these settlements were reached without a work stoppage. The 116 major settlements applied to nearly 150,000 workers.

Of the major agreements signed during the first six months, 27 are effective for one year, 68 for two years and 16 for three years.

More than half of the one-year contracts provide for wage increases of 3 to 6 cents an hour on labour rates, with the majority providing 5 and 6 cents an hour.

Nearly half of the two-year contracts give wage increases of 7 to 13 cents an hour, the most frequent increases in this range being from 9 to 11 cents an hour.

Eight of the 16 three-year agreements grant wage increases totalling 10 to 13 cents an hour, seven provide for increases in the range of 16 to 21 cents an hour, and one contract increases wages by 6 cents an hour over the three-year term.

In the Quebec and Ontario logging industry, contract negotiations led to eight major agreements covering more than 8,500 workers; the majority of these contracts are for a term of two years.

In Ontario, negotiations between Abitibi Power and Paper, Domtar Newsprint (Nipigon Woodland Department) and Great Lakes Paper and the Carpenters (Lumber and Sawmill Workers) established a pattern of labour rate increases amounting to 17 cents an hour over two years.

In Quebec a two-year contract between the Carpenters (Lumber and Sawmill Workers) and Quebec North Shore Paper increased hourly rates by 9 cents an hour. The same union negotiated a two-year agreement with E. B. Eddy providing wage increases amounting to 11 cents an hour, and a three-year agreement with Anglo-Canadian Paper that increases hourly wages by 11 cents an hour. Another three-year agreement, with Donohue Brothers in Clermont, makes provision for a 5-cent an hour increase effective for one year and a wage reopener in the second year of the contract.

In the asbestos mining industry, the Mining Employees' Federation (CNTU) negotiated a three-year agreement raising wages by 18 cents an hour for general

labourers employed by Asbestos Corporation and two other companies at Thetford Mines, Que.

In the metal mining industry, the Steelworkers and Iron Ore of Canada were parties to a three-year contract increasing wages of workers in Quebec and Newfoundland by 21 cents an hour. A number of unions in Manitoba bargaining jointly with Hudson Bay Mining and Smelting signed a two-year agreement that provides for wage increases of 8 to 10 cents an hour, depending on classification.

In the manufacturing sector, the largest concentration of settlements was in the pulp and paper industry, where 12 major agreements covering more than 25,000 workers were negotiated. In the eastern segment of the industry, improvements to employee benefit plans were the principal features of the settlements.

Five of the pulp and paper settlements in eastern Canada were for a two-year term. Although they provided for no general wage increases, they granted 3-cent-an-hour adjustments for skilled trades. Five of the eastern Canadian settlements were negotiated for a period of one year; three of them granted no general wage increases except for a 3-cent-an-hour adjustment for skilled trades, two companies agreed to a general wage increase of 3 cents an hour.

In British Columbia, 5,100 employees of five pulp and paper companies that had bargained together were covered by two settlements with the Papermakers and Pulp and Paper Mill Workers. The labour rates at these companies were increased by 8 cents an hour in one-year contracts.

Collective bargaining in the commercial printing industry resulted in two settlements covering 2,300 lithographers and printing pressmen. Locals of the Amalgamated Lithographers of America in London, Hamilton, Toronto, Ottawa and Montreal signed a two-year agreement with the Canadian Lithographers' Association, representing 43 member companies, granting wage increases ranging from 8 to 10 cents an hour in each year of the contract, depending upon classification. In Toronto, the Council of Printing Industries, bargaining representative for 44 companies, negotiated a three-year agreement with the Printing Pressmen that includes general wage increases totalling 32 cents an hour.

(Continued on page 737)

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

WAGE SETTLEMENTS DURING THE FIRST HALF OF 1963, BY INDUSTRY

Collective agreements covering 500 or more employees concluded between January 1 and June 30, 1963, excluding agreements in the construction industry and agreements with wage terms in piece or mileage rates only. The data are based on preliminary reports where copies of new collective agreements had not been received before compilation.

Industry and Total Wage Increase in Cents per Hour*	Term of Agreement in Months									
	Under 15		15-20		21-26		27-32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
Forestry										
1.....	1	500								
5.....	1	600								
9.....					1	1,600				
11.....					1	500			1	2,000
17.....					3	3,400				
Mining										
8.....					1	2,290				
18.....									1	1,500
21.....									1	2,000
Manufacturing										
0.....	4	2,890			5	15,950				
3.....	2	1,800			1	1,200				
4.....	1	550			1	3,400				
5.....	1	550			1	7,300				
6.....					3	4,400				
7.....					2	1,550				
8.....	2	5,100			2	1,800				
9.....					2	1,200				
10.....					2	2,050			2	1,320
11.....					3	2,700				
12.....					1	800			2	1,100
13.....					3	2,750			1	2,000
14.....					1	1,400				
15.....					3	2,100				
16.....					1	1,700			1	1,300
17.....					1	600			2	1,000
19.....									1	800
20.....							1	800	1	530
21.....					1	600				
23.....					1	850				
24.....					1	700	1	1,000		
32.....					1	600				
Transportation, Storage and Communication										
0.....	1	540								
1.....	2	1,230								
2.....	1	980								
3.....	1	1,400								
6.....	1	4,400	1	1,200	1	750				
8.....					1	800				
10.....					2	2,900				
13.....					1	1,000				
Public Utility Operations										
8.....							1	1,500		
10.....					1	650				
12.....							1	1,300		
Trade										
3.....	1	1,000								
11.....					1	1,500				
Service										
1.....					1	2,480				
4.....	1	630								
5.....	2	2,380								
6.....	3	3,480							1	750
7.....					3	3,800				
9.....	1	1,710			3	1,800				
10.....					2	1,260			1	500
11.....					1	600			1	600
12.....					1	700				
13.....					1	1,200				
14.....					2	5,100				
15.....	1	5,000			1	630				
16.....					1	800				
17.....					1	3,700				
18.....					1	500				
19.....					1	750				
30.....					1	1,000				
Total.....	27	34,740	1	1,200	68	92,880	4	4,600	16	15,400

*The wage increases shown relate only to base rates, i.e., labour rates or their equivalent. Fractions of a cent are rounded to nearest cent. The data on the number of employees covered are approximate and include all classifications covered by the agreement.

Collective Bargaining Scene

Agreements covering 500 or more employees,
excluding those in the construction industry

Part I—Agreements Expiring During August, September and October (except those under negotiation in July)

Company and Location	Union
Assn. Patronale des Services Hospitaliers (5 hospitals), Drummondville & other locations, Que.	Service Empl. Federation (CNTU)
Crane Limited, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Dominion Corset, Quebec, Que.	Empl. Assn. (Ind.)
Dominion Electrohome Industries, Kitchener, Ont.	Nat. Council of Cdn. Labour (Ind.)
Dominion Stores, Toronto & other locations, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Dow Chemical, Sarnia, Ont.	Oil Wkrs. (AFL-CIO/CLC)
DuPont of Canada, Shawinigan, Que.	Cellulose Wkrs. Assn. (Ind.)
Food stores (various), Winnipeg & Transcona, Man.	Retail Clerks (AFL-CIO/CLC)
Maritime Tel. & Tel., company-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
McIntyre Porcupine Mines, Schumacher, Ont.	Steelworkers (AFL-CIO/CLC)
Quebec Natural Gas, Montreal, Que.	Chemical Wkrs. (AFL-CIO/CLC)
Shawinigan Power, province-wide, Que.	Empl. Assn. (Ind.)
Shipbuilders (various), Vancouver & Victoria, B.C.	Various unions
Soo-Security Motorways, Ont., Man., Sask. & Alta.	Teamsters (Ind.)
Winnipeg Metro. (Transit Dept.), Man.	Street Railway Empl. (AFL-CIO/CLC)

Part II—Negotiations in Progress During July

Bargaining

Company and Location	Union
Belt Mfrs. Assn., Montreal, Que.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Bowater's Nfld. Pulp & Paper, Corner Brook, Nfld.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
CBC, company-wide	Public Service Empl. (ARTEC) (CLC)
Celgar, Rayonier Canada & B.C. Forest Products, Watson Island, Woodfibre & Crofton, B.C.	Cdn. Pulp & Paper Wkrs. (Ind.)
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (maintenance empl.)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Nicauba, Que.	Bush Wkrs., Farmers' Union (Ind.)
Consolidated Paper, Shawinigan, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Mill Wkrs. (AFL-CIO/CLC)
Denison Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Dominion Oilcloth & Linoleum, Montreal, Que.	CNTU-chartered local
Dominion Steel & Coal, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal, Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Montreal & vicinity, Que.	Retail Clerks (AFL-CIO/CLC)
Domtar Newsprint (Woodland Div.), Riviere Jacques Cartier, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Domtar Newsprint (Donnacona Paper), Donnacona, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Domtar Pulp & Paper (Kraft & Boxboard Div.), Windsor, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Dress Mfrs. Guild, Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
DuPont of Canada, Maitland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Employing Printers' Assn., Montreal, Que.	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assn., Montreal, Que.	Printing Pressmen (AFL-CIO/CLC)

Company and Location

Gaspesia woods contractors, Chandler, Que.
 Hamilton City, Ont.
 Hotel Dieu St. Vallier, Chicoutimi, Que.
 House of Seagram, Que., Ont. & B.C.
 Manitoba Rolling Mill, Selkirk, Man.
 Miner Rubber, Granby, Que.
 Molson's Brewery, Montreal, Que.
 New Brunswick Power Commission, province-
 wide
 Ottawa Civic Hospital, Ottawa, Ont.
 Price Bros., Kenogami & Riverbend, Que.
 Quebec Cartier Mining, Port Cartier & Lac
 Jeannine, Que.
 Quebec North Shore Paper, Baie Comeau, Que.
 Royal Alexandra Hospital, Edmonton, Alta.
 TCA, company-wide
 TCA, company-wide
 Wabasso Cotton, Grand'Mere, Shawinigan &
 Three Rivers, Que.
 Winnipeg General Hospital, Winnipeg, Man.
 Winnipeg City, Man.
 Winnipeg Metro., Man.

Union

Bush Wkrs., Farmers' Union (Ind.)
 Public Service Empl. (CLC) (outside empl.)
 Service Empl. Federation (CNTU)
 Distillery Wkrs. (AFL-CIO/CLC)
 Steelworkers (AFL-CIO/CLC)
 Rubber Wkrs. (AFL-CIO/CLC)
 Empl. Assn. (Ind.)
 I.B.E.W. (AFL-CIO/CLC)
 Public Empl. (CLC)
 Pulp & Paper Wkrs. Federation (CNTU)
 Steelworkers (AFL-CIO/CLC)
 Paper Makers (AFL-CIO/CLC) & Pulp & Paper
 Mill Wkrs. (AFL-CIO/CLC)
 Public Empl. (CLC)
 Air Line Flight Attendants (CLC)
 Sales Empl. (Ind.)
 United Textile Wkrs. (AFL-CIO/CLC)
 Public Empl. (CLC)
 Public Service Empl. (CLC)
 Public Service Empl. (CLC)

Conciliation Officer

Assn. Patronale des Services Hospitaliers, Quebec,
 Que.
 Assn. Patronale des Services Hospitaliers, Quebec,
 Que.
 Ayers Limited, Lachute, Que.
 Council of Printing Industries, Toronto, Ont.
 Domil Limited, Sherbrooke, Que.
 Dominion Rubber (Rubber Div.), St. Jerome,
 Que.
 Domtar Pulp & Paper, (Newsprint Div.), Red
 Rock, Ont.
 Fittings Limited, Oshawa, Ont.
 Hamilton City, Ont.
 Hospitals (13), Montreal & other centres, Que.
 K.V.P. Company, Espanola, Ont.
 Ontario Paper, Thorold, Ont.
 R.C.A. Victor, Montreal, Que.
 Regent Knitting Mills, St. Jerome, Que.
 E. S. & A. Robinson (Can.), Leaside, Ont.
 Stanrock Uranium Mines, Elliot Lake, Ont.
 Shipping Federation of Canada, Halifax, N.S.,
 Saint John, N.B., Montreal, Quebec & Three
 Rivers, Que.
 Union composing rooms, Toronto, Ont.

Service Empl. Federation (CNTU) (male
 empl.)
 Service Empl. Federation (CNTU) (female
 empl.)
 United Textile Wkrs. (AFL-CIO/CLC)
 Typographical Union (AFL-CIO/CLC) (com-
 posing room empl.)
 Textile Federation (CNTU)
 Rubber Wkrs. (AFL-CIO/CLC)
 Paper Makers (AFL-CIO/CLC), Pulp & Paper
 Mill Wkrs. (AFL-CIO/CLC) & others
 Steelworkers (AFL-CIO/CLC)
 Public Empl. (CLC) (office empl.)
 Service Empl. Federation (CNTU) (registered
 nurses)
 Carpenters (Lumber & Sawmill Wkrs.) (AFL-
 CIO/CLC)
 Paper Makers (AFL-CIO/CLC), Pulp & Paper
 Mill Wkrs. (AFL-CIO/CLC) & others
 Salaried Empl. Assn. (Ind.)
 Textile Wkrs. Union (AFL-CIO/CLC)
 Printing Pressmen (AFL-CIO/CLC)
 Steelworkers (AFL-CIO/CLC)
 I.L.A. (AFL-CIO/CLC)
 Typographical Union (AFL-CIO/CLC)

Conciliation Board

CBC, company-wide
 Dominion Coal, Glace Bay, N.S.
 Dominion Rubber (Tire Div.), Kitchener, Ont.
 Falconbridge Nickel, Falconbridge, Ont.
 Goodyear Cotton, St. Hyacinthe, Que.
 Marathon Corp., Port Arthur, Ont.
 Old Sydney Collieries, Sydney Mines, N.S.
 Quebec Hydro-Electric Comm., Montreal, Que.
 Toronto General Hospital, Toronto, Ont.

Broadcast Empl. (AFL-CIO/CLC)
 Mine Wkrs. (Ind.)
 Rubber Wkrs. (AFL-CIO/CLC)
 Mine, Mill & Smelter Wkrs. (Ind.)
 Textile Federation (CNTU)
 Carpenters (Lumber & Sawmill Wkrs.) (AFL-
 CIO/CLC)
 Mine Wkrs. (Ind.)
 Office Empl. Assn. (Ind.)
 Building Service Empl. (AFL-CIO/CLC)

Post-Conciliation Bargaining

B.C. Shipping Federation, various ports, B.C. Longshoremen & Warehousemen (CLC)

Arbitration

(No cases during July)

Work Stoppage

(No cases during July)

Part III—Settlements Reached During July 1963

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

ALUMINUM CO., KITIMAT & KEMANO, B.C.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 1,800 empl.—wage increases of 6¢ an hr. eff. June 21, 1963, 6¢ an hr. eff. June 28, 1964 and 6¢ an hr. eff. June 27, 1965; shift wkrs. to be paid premium of 20¢ an hr. for work on statutory holidays (formerly double time); weekly sick benefit plan improved to provide 60 per cent of earnings, payable up to 26 wks. after third day of illness; rate for labourer after June 27, 1965 will be \$2.43 an hr.

BATHURST POWER & PAPER, BATHURST, N.B.—PAPERMAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 2-yr. agreement covering 810 empl.—no general wage changes; wage adjustment of 3¢ an hr. eff. July 15, 1963 for some skilled trades; employer contribution to hospital insurance increased by \$1.50 a mo. for family coverage; evening and night shift premiums to be 8¢ and 11¢ respectively eff. January 1, 1964 (at present 7¢ and 10¢); 4 wks. vacation after 23 yrs. of service eff. Jan. 1, 1964 (at present after 25 yrs.) and after 20 yrs. of service eff. Jan. 1, 1965; compulsory union membership for new empl. and maintenance of membership for present empl.; preferential hiring for residents of Bathurst and union members; rate for labourer \$2 an hr.

B. A. OIL, CLARKSON, ONT.—OIL WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—wage increases of 7¢ an hr. eff. April 15, 1963 and 8¢ an hr. eff. April 15, 1964; rate for labourer after April 15, 1964 will be \$2.15 an hr.

CND. BRITISH ALUMINUM, BAIE COMEAU, QUE.—METAL TRADES' FEDERATION (CNTU): 1-yr. agreement covering 700 empl.—wage increase of 5¢ an hr. retroactive to April 1, 1963; wage adjustments for skilled tradesmen; 6 paid holidays (formerly 5 paid holidays); rate for labourer \$2.20 an hr.

CNR, NORTH SYDNEY, N.S.—I.L.A. (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—wage increases of 4¢ an hr. eff. Aug. 1, 1963 and 4¢ an hr. eff. Aug. 1, 1964; 3 wks. vacation after 3 yrs. of service (formerly after 15 yrs.); rate for freight handler/stevadore after Aug. 1, 1964 will be \$2.09 an hr.

DAVID & FRERE, MONTREAL, QUE.—EMPL. ASSN. (IND.): 3-yr. agreement covering 600 empl.—wage increases of 5¢ an hr. retroactive to May 23, 1962, 3¢ an hr. eff. July 19, 1963 and 7¢ an hr. eff. May 25, 1964.

DOM. STEEL & COAL, SYDNEY, N.S.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 2,700 empl.—wage increase of 4½¢ an hr. eff. Aug. 2, 1964; employer contributions to welfare plan to be 6¢ an hr. (formerly 3¢ an hr.), to pension plan 6½¢ an hr. (formerly 3½¢ an hr.) and to S.U.B. plan 5¢ an hr. (formerly 3¢ an hr.); rate for sweeper after Aug. 2, 1964 will be \$2 an hr.

DRESS & SPORTSWEAR MFRS. GUILD, MONTREAL, QUE.—LADIES' GARMENT WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 10,000 empl.—increase in piece rates of 4½% for pressers, 10% for finishers and 8% for operators eff. Aug. 1, 1963; increase in starting rates for unskilled empl. of 10¢ an hr. eff. Jan. 1, 1964 and 10¢ an hr. eff. July 1, 1964; other wage increases ranging from 10¢ to 35¢ an hr., depending on classification, to be granted in two steps.

E. B. EDDY, HULL, QUE.—PAPERMAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 1-yr. agreement covering 1,650 empl.—no general wage changes; evening and night shift premiums increased to 7¢ and 12¢ eff. May 1, 1963 (formerly 6¢ and 11¢); 4 wks. vacation after 20 yrs. of service eff. May 1, 1963 (formerly after 25 yrs.); jury duty pay introduced; male empl. retiring at age 65 having 15 or more yrs. of service to be covered by group life insurance amounting to \$2,000; employer contributions to group insurance plan increased by \$6.50 a mo. for empl. with dependent coverage and by \$3.50 a mo. for empl. with personal coverage eff. May 1, 1963; employer to increase contributions toward major medical plan to 85% for those empl. with dependent coverage (formerly 75%) and to 85% for those empl. with personal coverage (formerly 80%) eff. July 15, 1963 with deductible to be \$25 (formerly \$50); rate for labourer \$1.90 an hr.

EASTERN CAN. STEVEDORING & FOUR OTHERS, TORONTO, ONT.—I.L.A. (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—wage increases of 10¢ an hr. retroactive to Jan. 1, 1963 and 9¢ an hr. eff. Jan. 1, 1964; welfare benefit increased from 11¢ to 13¢ an hr. eff. Jan. 1, 1963 and to 15¢ an hr. eff. Jan. 1, 1964; rate for longshoreman after Jan. 1, 1964 will be \$2.38 an hr.

FAIREY AVIATION, EASTERN PASSAGE, N.S.—MACHINISTS (AFL-CIO/CLC): 2-yr. agreement covering 1,000 empl.—wage increases of 5¢ an hr. retroactive to April 1, 1963, 3¢ an hr. eff. Oct. 1, 1963 and 2¢ an hr. eff. April 1, 1964; employer contribution to welfare plan to be 50% (formerly 33½%); rate for labourer after April 1, 1964 will be \$1.71 an hr.

FISHERIES ASSN. & COLD STORAGE COS., B.C.—UNITED FISHERMEN (IND.) & NATIVE BROTHERHOOD (IND.) (SHORE WKRS.): 1-yr. agreement covering 4,500 empl.—wage increase of 4%; pension vesting rights eff. after 10 yrs. of service; rate for female washer and line worker \$1.64 an hr. and rate for male casual labourer \$1.94 an hr.

FISHERIES ASSN. OF B.C.—UNITED FISHERMEN (IND.) (TENDERMEN): 1-yr. agreement covering 650 empl.—wage increase of 4%; rate for cook/deck-hand on Class A vessel under 15 tons will be \$349.25 a mo.

FRASER COS., ATHOLVILLE, EDMUNDSTON & NEWCASTLE, N.B.—PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 1,100 empl.—no general wage changes; wage adjustment of 3¢ an hr. for maintenance wkrs.; evening and night shift premiums to be 8¢ and 11¢ respectively eff. Jan. 1, 1964 (at present 7¢ and 10¢); 4 wks. vacation after 20 yrs. of service eff. Jan. 1, 1964 (at present after 25 yrs.); improved pension benefits; rate for labourer \$1.98 an hr.

HOTEL EMPRESS (CPR), VICTORIA, B.C.—RAILWAY, TRANSPORT AND GENERAL WKRS. (CLC): arbitration award establishing 3-yr. agreement covering 500 empl.—wage increases of 3¢ an hr. retroactive to March 1, 1962, 2¢ an hr. retroactive to March 1, 1963 and 2¢ an hr. eff. March 1, 1964; additional classification adjustments; 4 wks. vacation after 25 yrs. of service (formerly after 35 yrs.); rate for dining room waiter after March 1, 1964 will be \$1.27 an hr.

INTERNATIONAL NICKEL, SUDBURY & PORT COLBORNE, ONT.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 13,500 empl.—wage increases of 3% eff. July 10, 1963, 2½% eff. July 1964 and 2½% eff. July 1965; compulsory check-off of \$5 a mo. maintained as in previous agreement; P.S.I. Blue Plan with employer contributing 60% of premiums to supersede previous health insurance plans within 6 mos. of eff. date of agreement; weekly sickness and accident indemnity to be increased to \$50 payable up to 32 wks. (formerly \$40 payable up to 26 wks.) with employer paying 50% of premium; group life insurance to be increased to \$5,000 (formerly \$2,500) with employer paying 50% of premium; death benefit of \$500 to be paid to beneficiary of empl. who dies after completing 6 mos. of continuous service; additional death benefits of \$500 after 1 yr. of continuous service, \$1,000 after 2 yrs. of continuous service, \$1,500 after 3 yrs. of continuous service, \$2,000 after 4 yrs. of continuous service and \$2,500 after 5 or more yrs. of credited service; new flat-rate pension plan supersedes previous wage-related retirement system: monthly pension for normal or late service retirement to be \$5.75 multiplied by number of yrs. of employment with pay during most recent period of continuous service; monthly pension to be reduced by ⅓% for each full mo. by which age of empl. at date of early service retirement is less than 65; minimum monthly pension for empl. entitled to retire because of total and permanent disability to be calculated as if empl. had 15 yrs. of employment with pay; vesting at age 50 and after completion of 15 or more yrs. of continuous service, with deferred pension of \$5.75 a mo. per yr. of continuous service payable at age 65; supplemental pension of 50¢ a mo. per yr. of employment with pay to be granted until retiring empl. becomes eligible for any governmental old age security pension; rate for labourer after July 1965 will be \$2.13½¢ an hr.

KIMBERLY-CLARK AND SPRUCE FALLS PAPER, KAPUSKASING & LONGLAC, ONT.—CARPENTERS (LUMBER & SAWMILL WKRS.) (AFL-CIO/CLC): arbitration award establishing 27-mo. agreement covering 1,100 empl.—wage increases of 6¢ an hr. for day wkrs. and 2% for piece wkrs. retroactive to Sept. 1, 1962; work week to be reduced from 44 to 40 hrs. eff. Sept. 1, 1963 with partial maintenance of weekly pay; rate for labourer after Sept. 1, 1963 will be \$1.91 an hr.

K.V.P. COMPANY, ESPANOLA, ONT.—PAPERMAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC): 2-yr. agreement covering 750 empl.—no general wage changes; wage adjustment of 3¢ an hr. retroactive to May 1, 1963 for mechanics; evening and night shift premiums to be 8¢ and 11¢ respectively (formerly 7¢ and 10¢); 4 wks. vacation after 20 yrs. of service (formerly after 23 yrs.); employer to contribute \$2.10 a mo. toward Ontario Hospital Insurance for all empl. eff. May 1, 1963 and \$2.50 a mo. for married empl. eff. May 1, 1964; pension vesting rights at age 45 after 10 yrs. of service; rate for labourer \$2 an hr.

MONTREAL HAT & CAP MFRS. ASSN., MONTREAL, QUE.—HATTERS (AFL-CIO/CLC): 3-yr. agreement covering 500 empl.—wage increase of 10¢ an hr. eff. July 15, 1963; increase of 10¢ an hr. in minimum wage rates for all classifications except cutters and blockers, who will receive 15¢ an hr.; minimum starting rate for female apprentices to be 80¢ an hr.; work week to be reduced from 40 to 37½ hrs. eff. June 1965 with maintenance of take-home pay; employers to contribute 4% of payroll for welfare purposes (formerly 3½%) and 1% of payroll for union label and promotional work.

NORTHERN FOREST PRODUCTS, PORT ARTHUR, ONT.—CARPENTERS (LUMBER & SAWMILL WKRS.) (AFL-CIO/CLC): 2-yr. agreement covering 650 empl.—wage increases of 6¢ an hr. for day wkrs. and 2% for piece wkrs. retroactive to Sept. 1, 1962; work week to be reduced from 44 to 40 hrs. eff. Sept. 1, 1963 with partial maintenance of weekly pay; rate for labourer after Sept. 1, 1963 will be \$1.90 an hr.

TCA, COMPANY-WIDE—AIRLINE PILOTS (IND.): 27-mo. agreement covering 600 empl.—wage increases of \$25 a mo. eff. July 1, 1963 and \$25 a mo. eff. July 1, 1964.

VANCOUVER CITY, B.C.—FIREFIGHTERS (AFL-CIO/CLC): 2-yr. agreement covering 650 empl.—wage increase of 2½% retroactive to March 1, 1963 for first-class firemen and higher ranks; adjustment in wage schedule for other ranks; work week reduced to 42 hrs. eff. Aug. 2, 1964 (at present 48 hrs.); firemen to receive 14 calendar days holiday (formerly 10 statutory holidays), to be reduced to 11 calendar days eff. Jan. 1, 1964; rate for first-class fireman will be \$495 a mo.

47th International Labour Conference

Adopts Convention and Recommendation on guarding of machinery, Recommendation on termination of employment at initiative of employer. Elects 48 members of new enlarged Governing Body

The 47th Session of the International Labour Conference, which opened on June 5, ended in Geneva on June 26. The Session achieved these main results:

—Adoption of a Convention and a Recommendation concerning the prohibition of the sale, hire and use of inadequately guarded machinery (see text, page 685). The total number of International Labour Recommendations now stands at 119.

—Adoption of a Recommendation concerning termination of employment at the initiative of the employer (see text, page 689). The total number of International Labour Recommendations now stands at 119.

—Adoption of conclusions to serve as the basis for a Convention and a Recommendation concerning hygiene in commerce and offices.

—Adoption of conclusions to serve as the basis for a Convention and a Recommendation concerning benefits in the case of industrial accidents and occupational diseases.

—Election of members of the Governing Body of the International Labour Office.

In addition, the Conference discussed a Report submitted by David A. Morse, ILO Director-General, which dealt with the ILO's structure and programs.

At mid-session, the attendance of delegates and technical advisers had reached the record number of 1,087. Of the 108 ILO member countries, 102 were represented, most of them by full tripartite delegations.

The session was opened on June 5 by Alexandre Parodi of France in his capacity as chairman of the outgoing Governing Body. The Conference then unanimously elected as its President Joseph Modupe Johnson, Federal Minister of Labour of Nigeria. T. H. Robinson, Canadian Employer Delegate was elected Employers' Vice-President.

Debate on South Africa

Strong protests were voiced during the session against the presence of a South African delegation in defiance of a 1961 Conference resolution advising that country to withdraw from the ILO until it had abandoned its policy of racial separation.

This issue gave rise to a series of demon-

strations and incidents culminating in the resignation of Mr. Johnson as President of the Conference, the withdrawal of the delegations of 31 African and 5 Arab member States from the session, and a proposal, which was rejected, that the Conference should suspend its work.

On June 18, the decision of the African delegations to take no further part in the current session as a sign of protest was made known to the Conference in a statement read by Mr. Johnson after his resignation. This statement was followed by a statement by Mr. Morse.

The withdrawal of the African and Arab delegations brought the number of countries represented down to 66.

On June 21, the Conference voted 135 to 3 with 57 abstentions to invalidate the credentials of the South African Worker Delegate.

After the resignation of Mr. Johnson, the Conference elected Erik Dreyer, Government delegate of Denmark, as President of the Conference for the remainder of the session.

Mr. Morse, in his statement on the South African question, proposed four "emergency measures" to make the ILO stand against South Africa's policy of racial separation more effective. He proposed:

—The exclusion of the Republic of South Africa from ILO meetings other than the International Labour Conference (whom all member countries have a constitutional right to attend);

—The reference to the Security Council of the proposal for the expulsion of South Africa from the United Nations;

—Full ILO co-operation in United Nations action relating to South Africa and in proceedings pending before the International Court of Justice regarding the practice of *apartheid* in the territory of South West Africa under South African mandate.

—The immediate establishment of a commission to conduct a special investigation into freedom from forced labour, freedom of association and freedom from discrimination in South Africa, with authority to reach findings of law and fact and formulate recommendations.

The Director-General proposed that the human rights investigation should be entrusted to a "special commission of three members of the highest international reputation, chosen for their known independence and impartiality and serving in a personal capacity." In view of the urgency of the matter, Mr. Morse asked for authority to appoint the members of the commission himself after consulting the officers of the Governing Body.

The terms of reference of the commission, as proposed by Mr. Morse, would be to examine the extent to which the law and practice in South Africa violate the fundamental human rights set forth in ILO Conventions and Recommendations concerning forced labour and related matters, freedom of association and discrimination in respect of employment and occupation.

The commission would, under the proposal, report to the Governing Body not later than May 1, 1964 and would include in its report, in addition to findings of law and fact, recommendations it might think proper for bringing the law and practice of South Africa into conformity with the appropriate ILO standards.

Elections to the Governing Body

Elections to the Governing Body were on the basis of 48 instead of 40 seats as previously. In the enlarged Governing Body there are 24 government seats, 12 employers' seats and 12 workers' seats.

Ten of the government seats are permanently held by the following countries of "chief industrial importance": Canada, China, France, Germany (Federal Republic), India, Italy, Japan, U.S.S.R., United Kingdom and United States.

The 14 countries elected to regular membership of the Governing Body at the Conference were: Algeria, Australia, Brazil, Bulgaria, Ecuador, Gabon, Lebanon, Liberia, Mali, Mexico, Pakistan, Peru, Poland, Tanganyika.

Kalmen Kaplansky, Director of the International Affairs Department, Canadian Labour Congress, was elected a regular member of the Workers' Group of the new Governing Body.

General Discussion and Reply

A total of 169 speakers took part in the general discussion of the Director-General's Report (L.G., May, p. 385).

In his reply to the speakers, Mr. Morse proposed to continue the discussion as a whole at next year's session. His Report would again be before the Conference, accompanied by some guidelines for further discussion and a concise up-to-date account

of recent ILO activities. The full record of the two successive sessions would then be the basis upon which conclusions might be drawn.

Mr. Morse noted, however, that if the discussion this year had been incomplete, it had nevertheless been extensive and that on some questions the consensus seemed to be such that further detailed consideration by the Conference could be regarded as unnecessary.

In outlining his views on the continuation of the Conference next year, Mr. Morse suggested that attention be focused mainly on five of the questions dealt with in his Report. These were:

—trade unions and labour relations in developing countries;

—incomes;

—the status and conditions of the workers;

—arrangements for regional action; and

—arrangements for dealing with industry problems on an industry-by-industry basis.

Mr. Morse anticipated that, apart from the general discussion on his Report, certain other structural questions might be expected to arise in the form of draft resolutions. He did not feel that this year's moratorium on resolutions should be extended for another year. He felt that there might even be some advantage in putting

"Is it too optimistic to think that old and deeply rooted antagonisms are progressively diminishing and that a notion of world well-being has now emerged that transcends the quarrels of nations or systems—even that those systems which seemed most fundamentally opposed are tending to draw closer together with a greater need for justice being felt on the one hand and a greater need for freedom on the other? Is it not a favourable sign that the problems of the countries we agree to call 'developing' are coming more and more to the forefront in the work of the international organizations, of our own especially? And if we still live in a dangerous world, may we not consider it a little less dangerous today than yesterday?"

"It is in any case up to our Organization, which is concerned pre-eminently with human relations, to give more substance to this hope that I tentatively express. Ours is one of those places in the world where the spirit of co-operation—between classes, between races, between countries—must grow stronger. This is the ILO's very raison d'être, . . ."

—Alexandre Parodi, Chairman, ILO Governing Body, opening 47th International Labour Conference.

certain ideas to the test of a vote. "The initiative in this respect lies with delegates," he commented.

Mr. Morse listed several elements in the suggested program that he thought the ILO could get on with promptly. These included the ILO's new program dealing with social aspects of automation, studies to help define a "strategy for labour relations" in concrete terms and steps to bring the ILO's labour relations activities together into a more integrated whole.

One of the general conclusions drawn by Mr. Morse from the general discussion this year was a "strong reaffirmation of the tripartite principle."

Canadian Worker Delegate

"The trade union movement of Canada welcomes every effort to relieve tensions, to create understanding, and to find common solutions to the grave economic and social problems of our day," said Joseph Morris, Canadian Worker Delegate, during the discussion on the Director-General's Report. Mr. Morris, an Executive Vice-President of the CLC, was the only member of the Canadian delegation who spoke in the discussion.

"We do not believe, however," he went on, "that the achievements of this task would be facilitated by compromising on fundamental principles and commitments." We might agree with the Director-General that it would be unrealistic for the ILO to become the advocate of one system or set of institutions in opposition to others, but this did not mean that "we in the international trade union movement should be asked, while pinpointing international objectives or defining international standards of behaviour, to compromise with basic principles upon which our movement is founded, and which have become the very reason for our existence."

Many in the workers' group have felt uneasy at times about some of the statements emanating from the ILO on the question of wages and incomes, the speaker said. "They have a familiar ring, which we often hear in our own respective countries, about the need for restraint in wages, about the priorities in investment policies pursued by governments and many related subjects." Mr. Morris accordingly suggested that the chapter on this subject in the Director-General's Report should be carefully reviewed so that any misunderstanding about the policy of the ILO might be avoided.

The speaker said that he was particularly pleased that the Director-General had reiterated the importance of the ILO in the

field of standard-setting. Referring to the "fiction" that the role of the ILO is finished as far as the industrially advanced countries are concerned, and that it must concentrate solely on economic and technical assistance to the developing countries, Mr. Morris said the work of the ILO in the advanced industrial countries had not been, and never would be completed.

"Changing circumstances and continuous economic growth and development create new social and economic problems which can only be dealt with on an international scale," he said. "We are convinced that economically advanced countries have as much to gain from ILO activities as the developing countries."

Instruments Adopted

The Convention concerning the guarding of machinery was adopted by a vote of 201 to 0 with 1 abstention.

This instrument applies to all power-driven machinery, new or second-hand. It also provides that the competent authority in each country shall determine whether and how far machinery, new or second-hand, operated by manual power presents a risk of injury to the worker and shall be considered as machinery for the purpose of the application of the Convention. This decision shall be taken after consultation with the most representative organizations of employers and workers concerned. The initiative as regards this consultation can be taken by any such organization.

The provisions of the Convention apply only partially to certain specified types of mobile machinery.

A country may, under the terms of the Convention, be exempted temporarily from the provisions concerning the sale, hire, transfer in any other manner and exhibition of machinery without appropriate guards or concerning the use of such machinery.

The provisions of the Convention apply to all branches of economic activity unless the ratifying country specifies a more limited application by a declaration appended to its ratification.

The Convention makes it incumbent on ratifying countries to take all necessary measures, including the provision of appropriate penalties, to ensure the effective enforcement of its provisions.

The full text of the Convention is reprinted below.

Recommendation concerning the guarding of machinery was adopted by a vote of 204 to 0 with 1 abstention.

This instrument extends to manufacture the prohibition applied in the Convention

to the sale, hire, transfer in any other manner, and exhibition of machinery without appropriate guards. It provides that, in specifying the types of machinery covered by the prohibition, account should also be taken of all working parts which, while in operation, may produce flying particles, and all parts which are under dangerous electrical pressure.

In addition, the Recommendation lays down that machinery should be so constructed as to exclude as far as possible any danger to which a person working on the machines may be exposed, taking account of the nature of the materials or the type of danger. The Recommendation applies to all branches of economic activity.

The full text of the Recommendation is reprinted below.

The Recommendation concerning the termination of employment at the initiative of the employer was adopted by a vote of 196 to 14 with 10 abstentions.

This new instrument is divided into two main parts. The first sets forth standards of general application; the second contains supplementary provisions concerning reduction of the work force.

The underlying principle, stated at the outset, is that "termination of employment should not take place unless there is a valid reason for such termination connected with the capacity or conduct of the worker or based on the operational requirements of the undertaking, establishment or service."

The Recommendation lists certain specific reasons that are not to be regarded as valid for termination of employment. These include:

- union membership or participation in union activities outside working hours or, with the consent of the employer, within working hours;

- seeking office as, or acting or having acted in the capacity of, a workers' representative;

- the filing in good faith of a complaint or the participation in a proceeding against an employer involving alleged violation of laws or regulations; or

- race, colour, sex, marital status, religion, political opinion, national extraction or social origin.

The Recommendation provides that a worker who thinks his employment has been unjustifiably terminated should be entitled to appeal, within a reasonable time, against that termination to a body established under a collective agreement or to a neutral body such as a court, an arbitrator, an arbitration committee or a similar body.

The Recommendation states that a worker whose employment is to be terminated

should be entitled to a reasonable period of notice or compensation in lieu of notice.

The supplementary provisions provide that "when a reduction of the work force is contemplated, consultation with workers' representatives should take place as early as possible on all appropriate questions."

The full text of the Recommendation is reprinted below.

Preparation of new Standards

Two items on the agenda—hygiene in commerce and offices, and benefits in case of industrial accidents and occupational diseases—were before the Conference for first discussion, with a view to the elaboration of new international labour standards. The conclusions adopted by the Conference on these two questions will serve as a basis for the preparation, after consultation with governments, of draft instruments to be submitted to next year's Conference for final decision.

In adopting the report of the technical committee set up to examine the question of hygiene in commerce and offices, the Conference opened the way for the adoption next year of two new instruments—a Recommendation containing detailed provisions and a Convention setting forth general principles. It was an exceptional procedure for a Conference committee to begin by considering the terms of a draft Recommendation before taking up conclusions of a more general nature for inclusion in a draft Convention.

The Conference adopted the report of the Committee it had set up to consider the question of benefits in the case of industrial accidents and occupational diseases. This report looks forward to the adoption next year of two new instruments—a Convention supplemented by a Recommendation. It was agreed in principle that the scope of the Convention ought to be broad enough to cover under its protective provisions both industrial accidents and occupational diseases in all economic sectors.

The Conference also adopted conclusions to be incorporated into a Recommendation to supplement the Convention. These contain more detailed provisions and more advanced standards to guide member States at different stages of development of their systems.

Canadian Participation

Canadians served on conference committees as follows: Kalmen Kaplansky on the standing orders committee; T. H. Robinson (substitute W. D. H. Frechette) on the

committee on the application of conventions and recommendations, on the committee on guarding of machinery (substitute A. C. Watt), on the committee on termination of employment (substitute Peter Stevens), on the committee on hygiene in shops and offices (substitute George Lach), and on the committee on social security (substitute Armand Trotter); Joseph Morris on the

committee on application of conventions and recommendations; Jean-Paul Geoffroy on the committee on guarding of machinery; J. F. Walter on the committee on termination of employment; J. F. Simonds on the committee on hygiene in shops and offices; and F. C. Bodie on the committee on social security.

Text of Convention Concerning Guarding of Machinery

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-seventh Session on 5 June 1963, and

Having decided upon the adoption of certain proposals with regard to the prohibition of the sale, hire and use of inadequately guarded machinery, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention,

adopts this 25th day of June of the year one thousand nine hundred and sixty-three the following Convention, which may be cited as the Guarding of Machinery Convention, 1963:

PART I. GENERAL PROVISIONS

Article 1

1. All power-driven machinery, new or second-hand, shall be considered as machinery for the purpose of the application of this Convention.

2. The competent authority in each country shall determine whether and how far machinery, new or second-hand, operated by manual power presents a risk of injury to the worker and shall be considered as machinery for the purpose of the application of this Convention. Such decisions shall be taken after consultation with the most representative organizations of employers and workers concerned. The initiative for such consultation can be taken by any such organization.

3. The provisions of this Convention—

- (a) apply to road and rail vehicles during locomotion only in relation to the safety of the operator or operators;
- (b) apply to mobile agricultural machinery only in relation to the safety of workers employed in connection with such machinery.

PART II. SALE, HIRE, TRANSFER IN ANY OTHER MANNER AND EXHIBITION

Article 2

1. The sale and hire of machinery of which the dangerous parts specified in paragraphs 3 and 4 of this Article are without appropriate guards shall be prohibited by national laws or regulations or prevented by other equally effective measures.

2. The transfer in any other manner and exhibition of machinery of which the dangerous parts specified in paragraphs 3 and 4 of this Article are without appropriate guards shall, to such extent as the competent authority may determine, be prohibited by national laws or regulations or prevented by other equally effective measures: Provided that during the exhibition of machinery the temporary removal of the guards in order to demonstrate the machinery shall not be deemed to be an infringement of this provision as long as appropriate precautions to prevent danger to persons are taken.

3. All set-screws, bolts and keys, and, to the extent prescribed by the competent authority, other projecting parts of any moving part of machinery also liable to present danger to any person coming into contact with them when they are in motion, shall be so designed, sunk or protected as to prevent such danger.

4. All flywheels, gearing, cone and cylinder friction drives, cams, pulleys, belts, chains, pinions, worm gears, crank arms and slide blocks, and, to the extent prescribed by the competent authority, shafting (including the journal ends) and other transmission machinery also liable to present danger to any person coming into contact with them when they are in motion, shall be so designed or protected as to prevent such danger. Controls also shall be so designed or protected as to prevent danger.

Article 3

1. The provisions of Article 2 do not apply to machinery or dangerous parts thereof specified in that Article which—

- (a) are, by virtue of their construction, as safe as if they were guarded by appropriate safety devices; or
- (b) are intended to be so installed or placed that, by virtue of their installation or position, they are as safe as if they were guarded by appropriate safety devices.

2. The prohibition of the sale, hire, transfer in any other manner or exhibition of machinery provided for in paragraph 1 of Article 2 does not apply to machinery by reason only of the machinery being so designed that the requirements of paragraphs 3 and 4 of that Article are not fully complied with during maintenance, lubrication, setting-up and adjustment, if such operations can be carried out in conformity with accepted standards of safety.

3. The provisions of Article 2 do not prohibit the sale or transfer in any other manner of machinery for storage, scrapping or reconditioning, but such machinery shall not be sold, hired, transferred in any other manner or exhibited after storage or reconditioning unless protected in conformity with the said provisions.

Article 4

The obligation to ensure compliance with the provisions of Article 2 shall rest on the vendor, the person letting out on hire or transferring the machinery in any other manner, or the exhibitor and, where appropriate under national laws or regulations, on their respective agents. This obligation shall rest on the manufacturer when he sells machinery, lets it out on hire, transfers it in any other manner or exhibits it.

Article 5

1. Any Member may provide for a temporary exemption from the provisions of Article 2.

2. The duration of such temporary exemption, which shall in no case exceed three years from the coming into force of the Convention for the Member concerned, and any other conditions relating thereto, shall be prescribed

by national laws or regulations or determined by other equally effective measures.

3. In the application of this Article the competent authority shall consult the most representative organizations of employers and workers concerned and, as appropriate, manufacturers' organizations.

PART III. USE

Article 6

1. The use of machinery any dangerous part of which, including the point of operation, is without appropriate guards shall be prohibited by national laws or regulations or prevented by other equally effective measures: Provided that where this prohibition cannot fully apply without preventing the use of the machinery it shall apply to the extent that the use of the machinery permits.

2. Machinery shall be so guarded as to ensure that national regulations and standards of occupational safety and hygiene are not infringed.

Article 7

The obligation to ensure compliance with the provisions of Article 6 shall rest on the employer.

Article 8

1. The provisions of Article 6 do not apply to machinery or parts thereof which, by virtue of their construction, installation or position, are as safe as if they were guarded by appropriate safety devices.

2. The provisions of Article 6 and Article 11 do not prevent the maintenance, lubrication, setting-up or adjustment of machinery or parts thereof carried out in conformity with accepted standards of safety.

Article 9

1. Any Member may provide for a temporary exemption from the provisions of Article 6.

2. The duration of such temporary exemption, which shall in no case exceed three years from the coming into force of the Convention for the Member concerned, and any other conditions relating thereto, shall be prescribed by national laws or regulations or determined by other equally effective measures.

3. In the application of this Article the competent authority shall consult the most representative organizations of employers and workers concerned.

Article 10

1. The employer shall take steps to bring national laws or regulations relating to the guarding of machinery to the notice of workers and shall instruct them, as and where appropriate, regarding the dangers arising and the precautions to be observed in the use of machinery.

2. The employer shall establish and maintain such environmental conditions as not to endanger workers employed on machinery covered by this Convention.

Article 11

1. No worker shall use any machinery without the guards provided being in position, nor shall any worker be required to use any machinery without the guards provided being in position.

2. No worker using machinery shall make inoperative the guards provided, nor shall such guards be made inoperative on any machinery to be used by any worker.

Article 12

The ratification of this Convention shall not affect the rights of workers under national social security or social insurance legislation.

Article 13

The provisions of this Part of this Convention relating to the obligations of employers and workers shall, and in so far as the competent

authority so determines, apply to self-employed workers.

Article 14

The term "employer" for the purpose of this Part of this Convention includes, where appropriate under national laws or regulations, a prescribed agent of the employer.

PART IV. MEASURES OF APPLICATION

Article 15

1. All necessary measures, including the provision of appropriate penalties, shall be taken to ensure the effective enforcement of the provisions of this Convention.

2. Each Member which ratifies this Convention undertakes to provide appropriate inspection services for the purpose of supervising the application of the provisions of the Convention, or to satisfy itself that appropriate inspection is carried out.

Article 16

Any national laws or regulations giving effect to the provisions of this Convention shall be made by the competent authority after consultation with the most representative organizations of employers and workers concerned and, as appropriate, manufacturers' organizations.

PART V. SCOPE

Article 17

1. The provisions of this Convention apply to all branches of economic activity unless the Member ratifying the Convention specifies a more limited application by a declaration adopted to its ratification.

2. In cases where a declaration specifying a more limited application is made—

(a) the provisions of the Convention shall be applicable as a minimum to undertakings or branches of economic activity in respect of which the competent authority, after consultation with the labour inspection services and with the most representative organizations of employers and workers concerned, determines that machinery is extensively used; the initiative for such consultation can be taken by any such organization;

(b) the Member shall indicate in its reports under article 22 of the Constitution of the International Labour Organization any progress which may have been made with a view towards wider application of the provisions of this Convention.

3. Any Member which has made a declaration in pursuance of paragraph 1 of this Article may at any time cancel that declaration in whole or in part by a subsequent declaration.

PART VI. FINAL PROVISIONS

Article 18

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 19

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 20

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act com-

municated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 21

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 22

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registra-

Text of Recommendation Concerning Guarding of Machinery

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-seventh Session on 5 June 1963, and

Having decided upon the adoption of certain proposals with regard to the prohibition of the sale, hire and use of inadequately guarded machinery, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation supplementing the Guarding of Machinery Convention, 1963,

adopts this 25th day of June of the year one thousand nine hundred and sixty-three the following Recommendation, which may be cited as the Guarding of Machinery Recommendation, 1963:

I. MANUFACTURE, SALE, HIRE, TRANSFER IN ANY OTHER MANNER AND EXHIBITION

1. (1) The manufacture, sale, hire, and, to such extent as the competent authority may determine, the transfer in any other manner and exhibition of specified types of machinery should be prohibited by national laws or regulations or prevented by other equally effective measures when this machinery, as defined in Article 1 of the Guarding of Machinery Convention, 1963, comprises, in addition to the parts specified in Article 2 thereof, dangerous working parts (at the point of operation) which are without appropriate guards.

(2) The provisions of subparagraph (1) of this Paragraph and of Paragraph 2 should be considered in the design of the machinery in question.

(3) The types of machinery referred to in subparagraph (1) should be specified by na-

tion in accordance with article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 23

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 24

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides—

(a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 20 above, if and when the new revising Convention shall have come into force;

(b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 25

The English and French versions of the text of this Convention are equally authoritative.

tional laws or regulations or other equally effective measures.

2. In specifying the types of machinery covered by Paragraph 1 account should also be taken of the following provisions:

(a) all working parts of machinery which, while in operation, may produce flying particles should be adequately guarded in such a manner as to ensure the safety of the operators;

(b) all parts of machinery which are under dangerous electrical pressure should be protected in such a manner as to give complete protection to the workers;

(c) wherever possible, automatic safeguards should protect persons when machinery is being started, is in operation or is being stopped;

(d) machinery should be so constructed as to exclude as far as possible any dangers other than those specified in this Paragraph to which a person working on the machines may be exposed, taking account of the nature of the materials or the type of danger.

3. (1) The provisions of Paragraph 1 do not apply to machinery or working parts thereof specified in that Paragraph which—

(a) are, by virtue of their construction, as safe as if they were guarded by appropriate safety devices; or

(b) are intended to be so installed or placed that, by virtue of their installation or position, they are as safe as if they were guarded by appropriate safety devices.

(2) The prohibition of the manufacture, sale, hire, transfer in any other manner, or exhibition of machinery provided for in Paragraph 1 does not apply to machinery by reason only of the machinery being so designed that the requirements of that Paragraph concerning guarding are not fully complied with during maintenance, lubrication, setting-up and adjustment, if such

operations can be carried out in conformity with accepted standards of safety.

(3) The provisions of Paragraph 1 do not prohibit the sale or transfer in any other manner of machinery for storage, scrapping or reconditioning, but such machinery should not be sold, hired, transferred in any other manner or exhibited after storage or reconditioning unless protected in conformity with the said provisions.

4. The obligation to ensure compliance with the provisions of Paragraph 1 should rest on the manufacturer, the vendor, the person letting out on hire or transferring the machinery in any other manner or the exhibitor, and, where appropriate under national laws or regulations, their respective agents.

5. (1) Any Member may provide for a temporary exemption from the provisions of Paragraph 1.

(2) The duration of such temporary exemption, which should in no case exceed three years, and any other conditions relating thereto, should be prescribed by national laws or regulations or determined by other equally effective measures.

(3) In the application of this Paragraph the competent authority should consult the most representative organizations of employers and workers concerned and, as appropriate, manufacturers' organizations.

6. Any operating instructions for machinery should be based on safe methods of operation.

II. USE

7. (1) The use of machinery any dangerous part of which, including the point of operation, is without appropriate guards should be prohibited by national laws or regulations or prevented by other equally effective measures: Provided that where this prohibition cannot fully apply without preventing the use of the machinery it should apply to the extent that the use of the machinery permits.

(2) Machinery should be so guarded as to ensure that national regulations and standards of occupational safety and hygiene are not infringed.

8. The obligation to ensure compliance with the provisions of Paragraph 7 should rest on the employer.

9. (1) The provisions of Paragraph 7 do not apply to machinery or parts thereof which, by virtue of their construction, installation or position, are as safe as if they were guarded by appropriate safety devices.

(2) The provisions of Paragraph 7 and Paragraph 12 do not prevent the maintenance, lubrication, setting-up or adjustment of machinery or parts thereof carried out in conformity with accepted standards of safety.

10. (1) Any Member may provide for a temporary exemption from the provisions of Paragraph 7.

(2) The duration of such temporary exemption, which should in no case exceed three years, and any other conditions relating thereto, should be prescribed by national laws or regulations or determined by other equally effective measures.

(3) In the application of this Paragraph the competent authority should consult the most representative organizations of employers and workers concerned.

11. (1) The employer should take steps to bring national laws or regulations relating to the guarding of machinery to the notice of workers and should instruct them, as and where appropriate, regarding the dangers arising and the precautions to be observed in the use of machinery.

(2) The employer should establish and maintain such environmental conditions as not to endanger workers employed on machinery covered by this Recommendation.

12. (1) No worker should use any machinery without the guards provided being in position, nor should any worker be required to use any machinery without the guards provided being in position.

(2) No worker using machinery should make inoperative the guards provided, nor should such guards be made inoperative on any machinery to be used by any worker.

13. The rights of workers under national social security or social insurance legislation should not be affected by the application of this Recommendation.

14. The provisions of this part of this Recommendation relating to the obligations of employers and workers should, if and in so far as the competent authority so determines, be applied to self-employed workers.

15. The term "employer" for the purpose of this part of this Recommendation includes, where appropriate under national laws and regulations, a prescribed agent of the employer.

III. SCOPE

16. This Recommendation applies to all branches of economic activity.

IV. MISCELLANEOUS PROVISIONS

17. (1) All necessary measures should be taken to ensure the effective enforcement of the provisions of this Recommendation. Such measures should include the fullest possible detailed specification of the means by which machinery or certain types thereof may be regarded as appropriately guarded, provision for effective inspection and provision for appropriate penalties.

(2) Each Member should provide appropriate inspection services for the purpose of supervising the application of this Recommendation, or satisfy itself that appropriate inspection is carried out.

18. (1) Members exporting or importing machinery should enter into bilateral or multi-lateral arrangements providing for mutual consultation and co-operation concerning the application of the Guarding of Machinery Convention, 1963, and [on] this Recommendation in respect of transactions having an international character for the sale or hire of machinery.

(2) Such arrangements should provide, in particular, for uniformity in occupational safety and hygiene standards relating to machinery.

(3) In making such arrangements, Members should have regard to the relevant Model Codes of Safety Regulations and Codes of Practice published from time to time by the International Labour Office, and to the appropriate standards of international organizations for standardization.

19. National laws or regulations giving effect to the provisions of this Recommendation should be made by the competent authority after consultation with the most representative organizations of employers and workers concerned and, as appropriate, manufacturers' organizations.

Text of Recommendation Concerning Termination of Employment at Initiative of Employer

The General Conference of the International Labour Organization,

Having been convened by the Governing Body of the International Labour Office, and having met in its 47th Session on 5 June 1963, and

Having decided upon the adoption of certain proposals with regard to termination of employment at the initiative of the employer, which is the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation, adopts this 26th day of June of the year one thousand nine hundred and sixty-three the following Recommendation, which may be cited as the Termination of Employment Recommendation, 1963:

I. METHODS OF IMPLEMENTATION

1. Effect may be given to this Recommendation through national laws or regulations, collective agreements, works rules, arbitration awards, or court decisions or in such other manner consistent with national practice as may be appropriate under national conditions.

II. STANDARDS OF GENERAL APPLICATION

2. (1) Termination of employment should not take place unless there is a valid reason for such termination connected with the capacity or conduct of the worker or based on the operational requirements of the undertaking, establishment or service.

(2) The definitions or interpretation of such valid reason should be left to the methods of implementation set out in Paragraph 1.

3. The following, *inter alia*, should not constitute valid reasons for termination of employment:

- (a) union membership or participation in union activities outside working hours or, with the consent of the employer, within working hours;
- (b) seeking office as, or acting or having acted in the capacity of, a workers' representative;
- (c) the filing in good faith of a complaint or the participation in a proceeding against an employer involving alleged violation of laws or regulations; or
- (d) race, colour, sex, marital status, religion, political opinion, national extraction or social origin.

4. A worker who feels that his employment has been unjustifiably terminated should be entitled, unless the matter has been satisfactorily determined through such procedures within the undertaking, establishment or service, as may exist or be established consistent with this Recommendation, to appeal, within a reasonable time, against that termination with the assistance, where the worker so requests, of a person representing him to a body established under a collective agreement or to a neutral body such as a court, an arbitrator, an arbitration committee or a similar body.

5. (1) The bodies referred to in Paragraph 4 should be empowered to examine the reasons given for the termination of employment and the other circumstances relating to the case and to render a decision on the justification of the termination.

(2) Subparagraph (1) should not be construed as implying that the neutral body should be empowered to intervene in the determination

of the size of the work force of the undertaking, establishment or service.

6. The bodies referred to in Paragraph 4 should be empowered, if they find that the termination of employment was unjustified, to order that the worker concerned, unless reinstated, where appropriate with payment of unpaid wages, should be paid adequate compensation, or afforded such other relief as may be determined under the methods of implementation set out in Paragraph 1, or granted such compensation and other relief as may be so determined.

7. (1) A worker whose employment is to be terminated should be entitled to a reasonable period of notice or compensation in lieu thereof.

(2) During the period of notice the worker should, as far as practicable, be entitled to a reasonable amount of time off without loss in pay in order to seek other employment.

8. (1) The worker whose employment has been terminated should be entitled to receive, on request, at the time of the termination, a certificate from the employer specifying the dates of his engagement and termination and the type or types of work on which he was employed.

(2) Nothing unfavourable to the worker should be inserted in such certificate.

9. Some form of income protection should be provided for workers whose employment has been terminated; such protection may include unemployment insurance or other forms of social security, or severance allowance or other types of separation benefits paid for by the employer, or a combination of benefits, depending upon national laws or regulations, collective agreements and the personnel policy of the employer.

10. The question whether employers should consult with workers' representatives before a final decision is taken on individual cases of termination of employment should be left to the methods of implementation set out in Paragraph 1.

11. (1) In case of dismissal for serious misconduct, a period of notice or compensation in lieu thereof need not be required, and the severance allowance or other types of separation benefits paid for by the employer, where applicable, may be withheld.

(2) Dismissal for serious misconduct should take place only in cases where the employer cannot in good faith be expected to take any other course.

(3) An employer should be deemed to have waived his right to dismiss for serious misconduct if such action has not been taken within a reasonable time after he has become aware of the serious misconduct.

(4) A worker should be deemed to have waived his right to appeal against dismissal for serious misconduct if he has not appealed within a reasonable time after he has been notified of the dismissal.

(5) Before a decision to dismiss a worker for serious misconduct becomes finally effective, the worker should be given an opportunity to state his case promptly, with the assistance where appropriate of a person representing him.

(6) In the implementation of this Paragraph the definition or interpretation of "serious misconduct" as well as the determination of "reasonable time" should be left to the methods of implementation set out in Paragraph 1.

III. SUPPLEMENTARY PROVISIONS CONCERNING REDUCTION OF THE WORK FORCE

12. Positive steps should be taken by all parties concerned to avert or minimize as far as possible reductions of the work force by the adoption of appropriate measures, without prejudice to the efficient operation of the undertaking, establishment or service.

13. (1) When a reduction of the work force is contemplated, consultation with workers' representatives should take place as early as possible on all appropriate questions.

(2) The questions on which consultation should take place might include measures to avoid the reduction of the work force, restriction of overtime, training and retraining, transfers between departments, spreading termination of employment over a certain period, measures for minimizing the effects of the reduction on the workers concerned, and the selection of workers to be affected by the reduction.

(3) As and when consultation takes place, both parties should bear in mind that there may be public authorities which might assist the parties in such consultation.

14. If a proposed reduction of the work force is on such a scale as to have a significant bearing on the manpower situation of a given area or branch of economic activity, the employer should notify the competent public authorities in advance of any such reduction.

15. (1) The selection of workers to be affected by a reduction of the work force should be made according to precise criteria, which it is desirable should be established wherever possible in advance, and which give due weight both to the interests of the undertaking, establishment or service and to the interests of the workers.

(2) These criteria may include—

- (a) need for the efficient operation of the undertaking, establishment or service;
- (b) ability, experience, skill and occupational qualifications of individual workers;
- (c) length of service;
- (d) age;
- (e) family situation; or
- (f) such other criteria as may be appropriate under national conditions,

the order and relative weight of the above criteria being left to national customs and practice.

16. (1) Workers whose employment has been terminated owing to a reduction of the work force should be given priority of re-engagement, to the extent possible, by the employer when he again engages workers.

(2) Such priority of re-engagement may be limited to a specified period of time; where appropriate, the question of the retention of seniority rights should be determined in accordance with national laws or regulations, collective agreements or other appropriate national practices.

(3) Re-engagement should be effected on the basis of the principles set out in Paragraph 15.

(4) The rate of wages of re-engaged workers should not be adversely affected as a result of the interruption of their employment, regard being had to differences between their previous occupation and the occupation in which they are re-engaged and to any intervening changes in the structure of wages in the undertaking, establishment or service.

17. There should be full utilization of national employment agencies or other appropriate agencies to ensure, to the extent possible, that workers whose employment has been terminated as a result of a reduction of the work force are placed in alternative employment without delay.

IV. SCOPE

18. This Recommendation applies to all branches of economic activity and all categories of workers: Provided that the following may be excluded from its scope:

- (a) workers engaged for a specified period of time or a specified task in cases in which, owing to the nature of the work to be effected, the employment relationship cannot be of indeterminate duration;
- (b) workers serving a period of probation determined in advance and of reasonable duration;
- (c) workers engaged on a casual basis for a short period; and
- (d) public servants engaged in the administration of the State to the extent only that constitutional provisions preclude the application to them of one or more provisions of this Recommendation.

19. In accordance with the principle set forth in article 19, paragraph 8, of the Constitution of the International Labour Organization, this Recommendation does not affect any provisions more favourable to the workers concerned than those contained herein.

20. This Recommendation should be considered as having been implemented in respect of workers whose conditions of employment are governed by special laws or regulations where those laws or regulations provide for such workers conditions which, in their entirety, are at least as favourable as the totality of those provided in this Recommendation.

South Africa Excluded from ILO Meetings

The newly elected Governing Body of the International Labour Office, at its first session on June 28 and 29, decided to exclude South Africa from virtually all ILO meetings.

The Governing Body also gave a mandate to David A. Morse, Director-General of the International Labour Office, to confer with the Secretary-General of the United Nations on a common approach to the problem of South Africa's membership of the two organizations; he will be accompanied by a tripartite delegation of the

Governing Body, two members of which are Canadian.

In its first resolution, the Governing Body decided to exclude the Republic of South Africa "from meetings of the ILO the membership of which is determined by the Governing Body." In practice this means all ILO meetings except the International Labour Conference, which member countries have a constitutional right to attend. The resolution was adopted by a vote of 38 to 4 with 3 abstentions.

(Continued on page 726)

TEAMWORK in INDUSTRY

D. M. Matheson, executive director of employee and public relations, Dominion Tar and Chemical Company Ltd., told delegates to the recent Labour-Management Committee Area Conference in Ville LaSalle, Que., that the two-day seminar attended by senior Domtar and union officials in Ste. Agathe last November (L.G., Feb., p. 110) resulted in "a very positive improvement" in relations between senior union and senior management people, and that a second seminar has been scheduled for early October.

Luncheon guest speaker at the conference—the fifth in Canada and the first to be held in Quebec—Mr. Matheson reported that Domtar and union officials made encouraging progress in discussions of all areas they jointly considered to be of mutual interest. These included pension plans; labour displacement caused by automation, obsolescence and technological changes; changing market and trade patterns; and continuing labour-management consultation and communication. "We have reached agreement, in principle, in many areas," said Mr. Matheson. "At our next meeting we will deal with the practical application of these principles."

* * *

Emile Boudreau, assistant director of the United Steelworkers for Quebec, told delegates that Steelworkers in the province of Quebec would like to see a clause calling for the formation of a labour-management committee inserted in all the union's collective agreements in that province. He made the statement while serving on a discussion panel at the conference.

The one-day conference was attended by 120 union and management representatives, most of them representing labour-management committees operating in business and industry at Ville LaSalle, Ville St. Pierre, Verdun and Lachine.

Participating in the afternoon panel with Mr. Boudreau were J. Major, director, Social and Welfare Services, Quebec Federation of Labour; A. Courchesne, Quebec director, International Chemical Workers'

Union; S. Jacob, industrial and labour relations manager, Crane Canada Limited, Montreal; and P. J. Metayer, manager, employee relations, Dominion Bridge Company Limited, Lachine. Panel moderator was Gordon Cushing, Assistant Deputy Minister, federal Department of Labour, Ottawa.

Serving on the morning panel were: W. M. Baker, manager, employee relations, Dominion Engineering Works Ltd., Lachine; Victor Trudeau, CLC's Quebec regional director of organization; D. M. White, manager, industrial relations, Canada Iron and Foundries (Tampier Div.), Lachine; Yvan Vachon, representative, United Steelworkers of America, Montreal; C. H. Bisailon, personnel supervisor, Sherwin-Williams Co. of Canada Limited, Montreal; and G. Rancourt, general secretary, Montreal Labour Council (CLC), Montreal. Panel moderator was Prof. H. D. Woods, Director, Industrial Relations Centre, McGill University, Montreal.

Welcoming delegates to the conference were Mr. Cushing, Dr. Lionel Boyer, mayor of Ville LaSalle; T. M. Kirkwood, general manager of Labatt's Brewery Limited; and Louis Laberge, President of the Montreal Labour Council (CLC). Closing remarks were delivered by Louis J. Gaston, mayor of Lachine, and S. J. Walton, Eastern Canada supervisor of field staff, Labour-Management Co-operation Service, Toronto.

Conference chairman was Industrial Relations Officer J. Maurice Sauriol, Montreal area representative of the federal Labour-Management Co-operation Service.

* * *

They take "Take Five for Safety" seriously at the Maple Leaf Milling plant in Toronto, Ont. Plant manager Bill Pettit believes that such individual participation is the key to a good plant safety program. Everyone at Maple Leaf Milling is involved in a revolving accident prevention program. Improved attitudes toward safety are not the only gains noted. According to Mr. Pettit there have been a few unexpected and welcome bonuses—like more labour-management harmony in the plant and an increase in production.

Friendship and safety go together in the working environment, says mill worker Simon Wirth. Keeping one's working environment free of hazards is part of one's job, he insists, and is also doing a favour for friends on the job. Hence, "the more friendship, the more safety."

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during June. The Board issued seven certificates designating bargaining agents, ordered one representation vote, rejected one application for certification, and granted a request under Section 61(2) of the Act for review of an earlier decision. During the month the Board received 12 applications for certification and one request under Section 61(2) of the Act for review of an earlier decision, and allowed the withdrawal of two applications for certification.

Applications for Certification Granted

1. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union No. 880, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Dominion Auto Transit Company Limited working in and out of the Company's terminals at Chatham, Ont., and Transcona, Man. (L.G., May, p. 390).

2. The National and Catholic Syndicate of Longshoremen of Sorel, Inc., on behalf of a unit of maintenance employees of North-American Elevators Limited in its grain elevators in Sorel, Que. (L.G., June, p. 504).

3. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union No. 880, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Dominion Auto Carriers, Ltd., working in and out of the company's terminals at Windsor and Oakville, Ont. (L.G., June, p. 504).

4. District 50, United Mine Workers of America, Local 13946, on behalf of a unit of building cleaners and maintenance men employed by Central Mortgage and Housing Corporation at its Belleville Terrace Housing Project, St. Vincent de Paul, Que. (L.G., July, p. 601).

5. National Syndicate of the Employees of The Voice of the East, on behalf of a unit of employees of The Voice of the East, Limited, employed at Radio Station CHEF, Granby, Que. (L.G., July, p. 601).

6. National Harbours Board Police Association of Halifax, N.S., on behalf of a

unit of sergeants and patrolmen employed in the Police Department of the National Harbours Board at Halifax, N.S. (L.G., July, p. 601).

7. District 50, United Mine Workers of America, Local 13946, on behalf of a unit of building cleaners and maintenance men employed by Central Mortgage and Housing Corporation at Les Appartements Boulevard Pie IX, Ville St. Michel, Que. (L.G., July, p. 601).

Representation Vote Ordered

National Association of Broadcast Employees and Technicians, applicant, and Bushnell T.V. Co. Limited, Ottawa, Ont., respondent, and Walter S. T. Avery, *et al.*, interveners. The Board directed that only the name of the applicant appear on the ballot (L.G., June, p. 504) (Returning Officers: G. A. Lane and G. E. Plant).

Application for Certification Rejected

Teamsters, Chauffeurs, Warehousemen and Helpers Local No. 91, and Cartage and Miscellaneous Employees' Union Local No. 931, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, and St. Lawrence Rendering Company Limited, Cornwall, Ont., respondent (L.G., June, p. 504). The application was rejected, because the Board was of the opinion that it lacked jurisdiction, for the reason that it considered the essential character of the business or undertaking of the Company as being the rendering, processing and sale of products, and that the transport activity of the employer is a mere adjunct of its real business, which is a matter of a merely local or private nature.

Request for Review Granted

Canadian Brotherhood of Railway, Transport and General Workers, petitioner, and Canadian Pacific Railway Company, respondent (Bay of Fundy Service) (L.G., June, p. 504). The Board issued an amending certificate deleting the name of the S.S. *Princess Helene*, substituting therefor the name of the S.S. *Princess of Acadia*. In addition, the classifications of electrical engineer Class 1 and electrical engineer Class 2 were added to the description of the bargaining unit.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Applications for Certification Received

1. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of V.T.R. Productions Limited, Toronto, Ont. (Investigating Officer: A. B. Whitfield).

2. Canadian Brotherhood of Railway, Transport & General Workers, on behalf of a unit of maintenance department employees of B.C. Air Lines Limited, Vancouver, B.C. (Investigating Officer: D. S. Tysoe).

3. Teamsters, Chauffeurs, Warehousemen & Helpers, Local Union 927, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of restaurant and flight kitchen employees of Aero Caterers Limited at the Halifax International Airport (Investigating Officer: D. T. Cochrane).

4. International Longshoremen's Association, Local 1846, on behalf of a unit of freight handlers employed by J. C. Malone

& Co. (1959) Limited, Trois Rivières, Que. (Investigating Officer: R. L. Fournier).

5. International Longshoremen's Association, Local 1846, on behalf of a unit of freight handlers employed by Three Rivers Shipping Company Limited, Trois Rivières, Que. (Investigating Officer: R. L. Fournier).

6. Canadian Maritime Union, on behalf of a unit of unlicensed personnel employed aboard the S.S. *Mackaweli* by Lakeland Tankers Ltd. (Investigating Officer: A. B. Whitfield) (see "Applications for Certification Withdrawn," below).

7. District 50, United Mine Workers of America, Local 13946, on behalf of a unit of building cleaners and maintenance men employed at St. George Gardens Project, Montreal, Que. (Investigating Officer: R. L. Fournier).

8. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

employees engaged in Newfoundland by the Canadian National Railways (Investigating Officers: G. E. Plant and G. A. Lane).

9. Commercial Telegraphers' Union, C.N. System Division No. 43, on behalf of a unit of telephone exchange attendants employed by the Canadian National Railways in its Telecommunications Department (Investigating Officer: A. B. Whitfield).

10. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of various system employees in Canada employed by the Canadian Pacific Railway Company (Investigating Officers: C. E. Poirier and R. L. Fournier).

11. Association of Employees of Grimshaw Trucking, on behalf of a unit of drivers and warehousemen employed by Grimshaw Trucking and Distributing Ltd., Edmonton, Alta. (Investigating Officer: G. H. Purvis).

12. General Truck Drivers and Helpers Local Union No. 31, and General Teamsters Union Local 181, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed

by Rempel-Trail Transportation Limited, North Burnaby, B.C. (Investigating Officer: G. H. Purvis).

Request for Review Received

Request for review of the certificate issued by the Board on April 10, 1961, affecting the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Motion Picture Studio Production Technicians, Local 873, petitioner, Baton Broadcasting Limited (formerly Baton Aldred Rogers Broadcasting Limited), Agincourt, Ont. (CFTO-TV), respondent, and the National Association of Broadcast Employees and Technicians, intervener (L.G. 1961, p. 566).

Applications for Certification Withdrawn

1. General Truck Drivers and Helpers Local Union No. 31, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Flanders Van Service Ltd., Vancouver, B.C., respondent (L.G., May, p. 389).

2. Canadian Maritime Union, applicant, and Lakeland Tankers Limited, Toronto, Ont., respondent (S.S. *Mackaweli*) (application received during month).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During June, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Dominion Auto Carriers Limited, Walkerville, Ont., and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (owner-operators) (Conciliation Officer: T. B. McRae).

2. British Yukon Navigation Co., Ltd., North Vancouver, B.C., and Canadian Merchant Service Guild, Inc. (Conciliation Officer: D. S. Tysoe).

3. National Harbours Board, Port of Quebec, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (General Storage and Maintenance and Cold Storage, and Grain Elevator System) (Conciliation Officer: C. E. Poirier).

4. Maple Leaf Mills Limited, Calgary, Alta., and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: D. S. Tysoe).

5. Boyles Bros. Drilling (Alberta) Ltd., Edmonton, Alta. (Yellowknife Branch), and Western District Diamond Driller's Union, Local 1005 of the International Union of Mine, Mill and Smelter Workers (Conciliation Officer: D. S. Tysoe).

Settlements by Conciliation Officers

1. CKOV Limited, Quebec, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier) (L.G., July, p. 602).

2. British Yukon Navigation Co. Ltd., Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe) (L.G., July, p. 602).

3. Canadian National Hotels, Limited (Nova Scotian Hotel, Halifax), and Local 662 of the Hotel and Restaurant Employees' and Bartenders' International Union (Conciliation Officer: D. T. Cochrane) (L.G., June, p. 505).

4. British Yukon Navigation Co., Ltd., North Vancouver, B.C., and Canadian Merchant Service Guild, Inc. (Conciliation Officer: D. S. Tysoe) (see above).

5. Consolidated Freightways, Portland, Oregon (Vancouver Terminal), and Local 15 of the Office Employees' International Union (Conciliation Officer: G. R. Currie) (L.G., April, p. 310).

6. TransAir Limited, Winnipeg, and Lodge 2223 of the International Association of Machinists (Conciliation Officer: J. S. Gunn) (L.G., May, p. 396).

Conciliation Board Reports Received

1. Vancouver Wharves Limited, Vancouver, and Local 501 of the International

Longshoremen's and Warehousemen's Union (L.G., May, p. 397). The text of the report is reproduced below.

2. Shipping Federation of British Columbia, Vancouver, and International Longshoremen's and Warehousemen's Union (Locals 501, 502, 503, 504, 508, 506, 507 and 510) as represented by the Canadian Coast Negotiating Committee (L.G., April, p. 311). The text of the report is reproduced below.

Report of Board in Dispute between

Vancouver Wharves Limited

and

International Longshoremen's and Warehousemen's Union

The Conciliation Board consisted of H. E. Hutcheon, Chairman, J. L. Farris, Q.C., member, and W. Stewart, member.

The Conciliation Board met with the parties on the 10th, 17th, 19th and 25th days of April, 1963, and on the 1st and 29th days of May, 1963. At all hearings but the last, W. R. Mead spoke for the Company and R. C. Smith for the Union. On the 29th of May, 1963, W. D. C. Tuck appeared on behalf of the Company. The Union was not represented.

At the meeting of the 17th of April, the Union advised the Board that it wanted a master contract that covered all people in every area where there was jurisdiction, and that it was not too concerned as to the way in which the employers got together to negotiate, although one employer union such as the Shipping Federation of British Columbia was preferable. The Union also stated that this Board could not solve the question, and that application had been made for a Conciliation Board in order to get down to serious negotiation following the report of the Board.

The Company's position at the meeting of the 17th of April was that, although in its view a collective agreement that would not expire until the 17th of October, 1963, was presently in force, nevertheless,

it was prepared to negotiate with the Union in an effort to conclude a new collective agreement. In so far as the principle of a master contract was concerned, the Company stated that because of its relatively small size among the employers involved, it did not have the final voice of decision, notwithstanding what its own wishes might be in the matter.

The Board asked the Union whether it had any objections to the Company joining in negotiations with the Shipping Federation on the understanding that the Company would sign any agreement thus reached. Upon being advised by the Union that there was no objection to this course, a similar question was put to the Company and the meeting adjourned to enable the Company to consider the matter.

At the meeting on the 19th of April, the Company, through its counsel, Mr. Mead, filed a copy of a letter dated the 17th of April, addressed to the Shipping Federation of British Columbia, which indicated that the Company was prepared to enter into joint negotiations with the Shipping Federation and requested to know whether that proposal was agreeable to the Federation.

A copy of the Federation's reply of the 18th of April was also filed, stating that the matter would be considered by the board of directors at a meeting scheduled

During June, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Vancouver Wharves Limited, Vancouver, B.C., and Local 501, International Longshoremen's and Warehousemen's Union.

The Board was under the Chairmanship of H. E. Hutcheon, Vancouver. He was appointed by the Minister on the joint recommendation of the other two members, John L. Farris, Q.C., and William Stewart, both of Vancouver, nominees of the company and union, respectively.

A majority report was signed by the Chairman and the company nominee. A minority report was signed by the union nominee. The Report is reproduced here.

to take place on the 24th of April, 1963. Accordingly, the meeting was adjourned to the 25th of April.

On the 25th of April, the Company filed a copy of a letter from the Shipping Federation dated April 25, 1963, which advised that the Conciliation Board established to deal with a dispute between the Shipping Federation and the ILWU had, on the 23rd of April, recommended that the parties engage in direct negotiations for 10 days and that accordingly, the time was not considered appropriate to make a decision on the proposal.

After some discussion and against the wishes of the Union, the Board decided to adjourn the hearings until the 1st of May, 1963. One of the members of the Board, Mr. Stewart, advised that he would be absent from the province on that date and until the 22nd of May. Arrangements were made by him with the Chairman to communicate by telephone on the 1st of May, but for reasons that are not known but probably relate to geographical distance, the arrangements were not carried out.

On the 1st of May, 1963, the Company filed a copy of its letter of the 25th of April to the Shipping Federation of British Columbia, renewing its request, and a copy of the Shipping Federation's letter of the 27th of April, which regretted "that in view of all the facts and circumstances involved, it is unable to agree to the particular 'proposal' stated in your letter of 17th April, 1963."

At the hearing called for the 29th of May, 1963, the Board learned that the Union did not intend to appear. The Company filed a written submission with the Board, dealing with the question of a master contract. To that submission were attached various documents including copies of the correspondence between the Company and the Union since July 1962.

After the Board had heard the submissions of the Company and had itself elicited further information by questions, the hearing was adjourned. The Board then gave the Union an opportunity by telephone to examine the written submission of the Company and to present evidence and make representations. The Union, however, advised that it did not desire to take advantage of the opportunity.

The Company, in its written and oral submission on the 29th of May, 1963, told the Board that the British Columbia Wharf Operators Association had been authorized to represent 20 employers, including the Company, to negotiate a single collective agreement for all of the employees in-

involved in Stage 2 and Stage 3 work. Stage 2 work involves the manual handling and mechanical transportation of commodities between the storage area and the ship's slings. Stage 3 work involves the manual handling and mechanical transportation in the assembly area and from rail car to and from the warehouse or storage area.

In addition, the proposed collective agreement would cover those employees of these same employers involved in what is known as "coastwise work", that is, those ships other than deep-sea ships, working the coast of British Columbia. This would leave outside the cover of this single collective agreement Stage 1, that is, the performance of work from the ship's slings to and from the hold of the ship, which is done by employees of the 35 or more member employers of the Shipping Federation of British Columbia.

It would appear to the Board, in the absence of any criticism of the Company's submission on the part of the Union, that the Company's proposal is entirely reasonable and practical. The Company has further suggested that if a collective agreement is reached between the Shipping Federation and the Union respecting Stage 1, it may be that arrangements could be made to have the two separate contracts jointly negotiated. This may well be, but it appears to the Board that this is a matter beyond its scope.

In its proposals for negotiations, the Union had listed, in addition to Item No. 1, master contract, some 15 other items relating to such varied matters as "mechanization and modernization agreement", "work guarantees" and "eight-hour work limit," but on these items the Union has presented no explanation or submissions and there is therefore nothing before the Board on which a recommendation could be based.

From what the Board has been told in the hearings, and from the correspondence attached to the Company's submission, it appears that the Union has authorized the Canadian Coast Committee of the International Longshoremen's and Warehousemen's Union to bargain on its behalf.

Recommendation

This Board recommends that the Canadian Coast Committee, on behalf of Local 501 and such other locals of the International Longshoremen's and Warehousemen's Union as may be concerned, and the British Columbia Wharf Operators Association, on behalf of Vancouver Wharves, and the 19 other employers which it represents,

immediately enter into negotiations leading to a collective agreement to cover the employees engaged in Stages 2 and 3 and "coastwise work."

Dated at Vancouver, B.C., this 5th day of June, 1963.

(Sgd.) H. E. Hutcheon,
Chairman.

(Sgd.) John L. Farris,
Member.

Minority Report

The majority report, in so far as attendance and duties of meetings are concerned, is agreed upon by me. All the evidence submitted by the Company and Union, as outlined by Mr. Hutcheon, is in my opinion correctly laid out. However, I am in disagreement with the conclusions of the majority of the Board, i.e., H. E. Hutcheon, Chairman, and J. L. Farris, Q.C. My reasons for so disagreeing are as follows:

1. That a master agreement is possible and could, and should, be made mandatory on the Vancouver waterfront.

2. While it may be argued that there are various methods of loading, unloading, and servicing ships, it cannot be argued that the

conditions under which workers are employed should differ.

3. The Union has requested a mechanization and modernization agreement. This would appear to me to be the main bone of contention. This has been agreed upon in all other ports in the Pacific and there is no reason why the same could not prevail in British Columbia.

4. Furthermore, all other questions such as wages, vacations, welfare benefits, pensions, premium pay, holidays, work guarantees, starting time, etc., can be worked out.

5. In other words, a joint statement from the Wharf Operators Association and the Shipping Federation that they will agree to one master agreement, could bring about harmony in so far as collective bargaining on the Vancouver waterfront is concerned.

Due to the fact that my colleagues on the Board have not so recommended, I am in disagreement with them.

I want to state that the Board sittings were harmonious although we were not in agreement, and I feel that all members of the Board endeavoured to do their best.

All of which is respectfully submitted as a minority report.

(Sgd.) W. Stewart,
Member.

Report of Board in Dispute between

*Shipping Federation of British Columbia
and*

International Longshoremen's and Warehousemen's Union

This dispute arose out of the failure of the parties to agree upon the provisions of a single collective agreement that was to replace four former collective agreements: one covering the five Deepsea Longshoremen's Locals of the Union, dated 21st November, 1960, and three covering the Checkers' Local, the Grain Liners' Local, and the First Aid Attendants' Local, respectively, each dated 26th January, 1961. All of the four said collective agreements expired 31st July, 1962, pursuant to proper notice given 30th April, 1962.

There was mutual recognition by the parties that the new collective agreement would contain many of the provisions of the four former collective agreements. On 13th June, 1962, each party furnished the other with a list of proposed provisions that each respectively sought to have incorporated in a new collective agreement. Some

of these involved changes and others concerned entirely new provisions. The ILWU Proposals for 1962 Negotiations and the Shipping Federation's Proposed Changes for a New Agreement are annexed hereto and marked, respectively, Exhibits "A" and "B."

This dispute, in our opinion, is confined to the following:

—Five area locals of Deepsea Longshoremen who load and discharge vessels.

—One local of Marine Checkers who tally cargoes to and from vessels.

—One local of Grain Liners who fit out vessels for the reception of cargoes of bulk grain.

—One local of First Aid Men who render first aid to men who may be injured on the job.

The business of loading and discharging vessels is necessarily operated on an inter-

During June, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the Shipping Federation of British Columbia, Vancouver, and the International Longshoremen's and Warehousemen's Union.

The Board was under the Chairmanship of W. R. Sloan of Port Hammond, B.C. He was appointed by the Minister in the absence of a joint recommendation from the other two members, John G. Gould of Vancouver and B. W. Dysart of Victoria. The Report is reproduced here.

mittent basis, as each vessel in effect is a "mobile plant."

Members of the Federation who require a vessel to be loaded or discharged, or who require related work to be done, normally contract with a stevedoring company (also a member of the Federation), which directly employs men from time to time. Thus a longshoreman, during the course of a week, could be employed on a number of vessels, by one, two, three or more employers.

Orders for the men required are relayed to the despatch offices maintained in Vancouver, New Westminster, Port Alberni, Victoria and Chemainus, and the available men are then despatched. At the port of Vancouver, the despatch system is operated by the Federation. At each of the other four centres, a system of "joint despatch" is utilized, and men are despatched to work from despatch offices of which the expenses are borne jointly by the Federation and the Union.

Men despatched for deepsea longshore work perform duties in what is known as "Stage 1," which may be described as that work which takes place between a vessel's hold and the furthest point to which the vessel's gear can extend on shore (or on a wharf) and *vice versa*. The accustomed phrase used to describe "Stage 1" work is "from hold to sling" and *vice versa*.

What is known as "Stage 2" work takes place on a wharf and consists of the handling of cargo from the ship's sling to the "pile," which is also known as the "first place of rest." This work is performed on a wharf for a wharf operator, and involves the use of various mechanical devices, such as fork lift trucks, as well as manual labour.

Only the manual labour of Stage 2 work was governed by the former Shipping Federation Collective Agreement covering Deepsea Longshoremen and in respect only of certain wharves in Vancouver and a single wharf at New Westminster. Deepsea longshoremen involved in this dispute do not perform all of the work in "Stage 2" (i.e., dock work between ships' tackle and the first place of rest). A wharf operator, who is not a member of the Federation, employs his own personnel to do this work.

Scope of the Collective Agreements

In the main, the persons involved in this dispute perform duties in what is known as Stage 1. An exception, which affects but a few persons, is the manual labour portion of Stage 2 work.

The collective agreement that expired on 31st July, 1962, and all predecessor collective agreements governing deepsea longshoremen, covered only those persons

who were despatched to perform Stage 1 work and the manual labour portion of Stage 2 work described in the foregoing.

During the life of the agreements that expired on 31st July, 1962, issues arose between the parties as a result of the claim of the Union that the scope of the collective agreements should be enlarged to embrace persons employed by members of the Federation for the purpose of performing other work not covered by the said agreements, including the operation of machines in Stage 2 and warehouse work known as Stage 3. In addition, the Union sought to have the terms and conditions of its agreements with the Federation apply to persons employed by organizations which are not members of the Federation, including such persons as those employed by the Federal Government, who are represented by another union and are covered by a separate collective agreement with the National Harbours Board.

None of these issues was resolved. The evidence is that the Union took the position that it had jurisdiction over all work connected with the handling and servicing of cargoes in, on, or about ships, barges, scows, docks, wharves and warehouses.

Another thorny issue between the parties during the life of the former collective agreements concerned questions involving the size and composition of gangs, and appropriate changes in manning requirements that should be made by virtue of the mechanization of operations. None of the issues in this connection was resolved.

Mutual recognition of the importance of the differences between the parties concerning these questions of "jurisdiction" and "appropriate manning" resulted in the parties' agreeing to enter into negotiations earlier than would otherwise have been the case.

[Negotiations and conciliation proceedings during 1962, from March 1 to December 21, follow.]

1962 NEGOTIATIONS—PRIOR TO CONCILIATION

March 1 to July 11, 1962: On 1st March, 1962, the parties commenced negotiations with a view to entering into a new collective agreement, although under the terms of the four collective agreements then in effect, negotiations would not normally have commenced until 15th May, 1962. Throughout the period from 1st March to 11th July, 1962, various proposals and counter-proposals were explored and exchanged in an endeavour to effect agreement, but unfortunately without avail. During this four-and-one-half month term, on 13th June, each party furnished the other with a list of specific proposals (Exhibits "A" and "B" hereto). Finally, on 12th July, 1962, negotiations broke down.

CONCILIATION—DISCUSSIONS UNDER AUSPICES OF OFFICER PRIOR TO ESTABLISHMENT OF BOARD

July 16: On this date the Union made application for conciliation services, and subsequently a Conciliation Officer, G. R. Currie, was appointed on 24th July.

August 1 to August 28: Negotiations took place under the auspices of the Conciliation Officer, but no agreement was reached in respect of any of the several matters in issue arising out of the proposals exchanged by the parties on 13th June.

CONCILIATION—ESTABLISHMENT OF BOARD AND DEVELOPMENTS RE APPOINTMENT OF MEMBERS

September 4: The Honourable Michael Starr, Minister of Labour for Canada, established a Board of Conciliation and Investigation.

September 19: The Minister of Labour appointed J. G. Gould as nominee of the Federation, as a member of the Board of Conciliation and Investigation, and advised the Federation of the appointment of Wm. Stewart, nominee of the Union, as member of the same Board.

September 28: The Union, by letter, informed the Minister of Labour that its Policy Committee had come to "a unanimous conclusion that to proceed with the Board would lead to a strike situation immediately after the report was placed in the hands of the Minister," and "that the Policy Committee is firmly convinced that any recommendation from a Board of Conciliation will not be acceptable to the membership..."

In the same letter, the Union also requested the Minister of Labour "to have the Board recalled in order to allow the parties further time to reach agreement on these vital issues in direct negotiations."

On or about this date, H. R. Bridges, of San Francisco, International President of the Union, went to Ottawa and personally presented the Union's position in this connection to the Minister of Labour.

October 1: J. G. Gould, member of the Board of Conciliation, reported to the Minister of Labour that he had been unable to obtain a response from Mr. Stewart, the other member of the Board, to telephonic and written communications, and that accordingly, the two members of the Board were unable to reach agreement concerning the selection of a Chairman.

October 2: The Minister of Labour wrote to the Federation and the Union pursuant to the request of the Union that the Board of Conciliation and Investigation established by the Minister be recalled, advising the parties that G. R. Currie, Industrial Relations Officer of the Department of Labour, had been appointed to inquire into the matter.

October 9: The Federation wrote to the Minister of Labour informing him that:

"(a) The Shipping Federation cannot accept the Union's suggestion that the established Board of Conciliation and Investigation be 'recalled';"

"(b) The Shipping Federation takes the position that the due processes of law must be followed in so far as completing the constituting of the Board of Conciliation is concerned;

"(c) The Shipping Federation will be willing to attempt to negotiate with the Union if requested to do so by the Board of Conciliation."

November 19: The Director of Industrial Relations, Department of Labour, informed J. G. Gould and the Federation that Wm.

Stewart, nominee of the Union, had resigned as a member of the Board of Conciliation and Investigation.

November 21 to December 21, 1962: Following the resignation of Mr. Stewart, and at the request of the Department of Labour, representatives of the Federation and the Union met privately with the Industrial Relations Officer and together under his auspices. In addition, from time to time, the parties themselves engaged in direct discussions without the assistance of the Industrial Relations Officer. It was understood by both of the parties and the Officer that should the discussions come to naught by 21st December, 1962, then the Federation would take the position that appropriate appointments be made to permit the Conciliation Board to function.

Unfortunately, these discussions did prove fruitless and a stalemate was reached for the same reason as formerly—the Union still insisted that the Federation should assume responsibility to bargain for and to bind companies that the Federation had no authority to represent in collective bargaining.

Finally, on 21st December, 1962, in a letter to the Union, the Federation informed the Union, *inter alia*, that it would seek to have the Board of Conciliation deal with the dispute.

[During 1963, the following developments took place from January 30 to May 16.]

January 30, 1963: The Union rejected the request of the Minister to re-appoint Mr. Stewart or to nominate someone to replace him, following which the Minister of Labour appointed B. W. Dysart as a member of the Board.

February 19: W. R. Sloan was appointed third member and Chairman of the Board.

BOARD OF CONCILIATION PROCEEDINGS

March 11: On 11th March, the first hearing of the Board of Conciliation took place. It was established that the Union was the Applicant and the Federation was the Respondent. The Union took the following position:

"We have no intention of submitting a brief."

"... we want to get a master contract in the industry to cover all the people in the industry and we do not think this Conciliation Board or any third party will resolve that problem. It has to be resolved by the Federation and the Union across the table."

As Respondent, the Federation posed two questions to the Conciliation Board:

"1. What precisely does the Respondent have to do to settle this dispute?"

"2. Is this dispute capable of being resolved without regard to other disputes with which this Union is involved?"

March 12: In a letter to the Federation, the Board of Conciliation, in reply to the questions posed by the Federation, stated:

"In regard to question No. 1, it is the Board's interpretation of the Union position that they desire to have all tide-water operators in the province into one employer group, for the purpose at least of entering into a master contract. The Union position in regard to question No. 1 would appear to answer question No. 2."

March 26: On 26th March, in a letter to the Board of Conciliation, the Federation categorized as impractical the position of the Union as indicated by the Board of Conciliation in its letter of 12th March, 1963, on the grounds that the Federation's membership did not embrace "all tide-water operators in the province,"

nor did the Federation have authority to bargain on behalf of employers who were not members of the Federation and whose employees, in turn, were covered by separate certifications or collective agreements, or both. Indeed, the Federation's authority was limited to bargaining on behalf of its members in respect of employees governed by the four former collective agreements made between the Federation and locals of the ILWU.

In addition, the Federation pointed out that the only type of so-called master contract in respect of which negotiations had taken place, was one that was designed to replace the aforesaid collective agreements.

March 28: On 28th March, the second hearing of the Board of Conciliation was convened. Once again the Union refrained from making a submission, and although discussions took place concerning the objectives of the Union, no understanding was reached. The Union spokesman stated:

"We do not think that this Board can settle anything . . . We take the same position as we did before the Board at its last hearing. We suggest that it would be best if the Board brought down its report as soon as possible—the first week in April, if possible, so we can get down to the business of negotiating with the employers."

This hearing terminated without any further light being shed on the question of the Federation as to what precisely the Federation would have to do to settle this dispute.

April 23: On 23rd April, the third hearing of the Board of Conciliation took place, at the outset of which the Union stated:

"We have no change in our position. We still feel that the Board should get its report in as soon as possible so that we can get down to serious negotiations with the employer."

" . . . we made it clear to the Conciliation Officers and to the Labour Department that no Conciliation Board was going to resolve our problems. We let them know we understood we had to go through the provisions and procedure of the Act in order to get into a legal position to strike. We never believed at any time a Conciliation Board could resolve our problems . . . our membership is fed up after 12 months of trying to resolve this problem."

Following discussion, the Board of Conciliation recommended to the parties that they resume direct negotiations for a period of 10 days and report back to the Board.

April 26 to May 8: Direct negotiations between the negotiating committees of the Federation and the Union commenced on 26th April and continued through 8th May. Although none of the several matters in issue arising out of the proposals exchanged by the parties on 13th June, 1962, concerning a new collective agreement, was resolved, the discussions did serve to clarify the positions of the parties in respect of the Union's latest demand for an Industry Collective Agreement.

In the course of these discussions, on the 5th May, the Federation furnished the Union with a memorandum dated 4th May, which served to confirm the Federation's understanding of the type of Industry Collective Agreement the Union sought and which contained certain suggestions designed to provide a "way of escape." The negotiating committee of the Union appeared to see some merit in the "way of escape" suggested by the Federation.

The position of the Union was that, although these suggestions appeared to provide a "way of escape," further negotiations could not take place unless the Federation would agree to certain conditions.

The Federation was unable to accede to these conditions and accordingly, on 7th May, the Union suspended negotiations.

On 8th May, negotiations were resumed at the request of the negotiating committee of the Union, which was joined by H. R. Bridges of San Francisco, International President of the Union. Mr. Bridges assumed the role of spokesman, ignored the conditions that the negotiating committee had previously advanced, and confirmed that the Union saw some merit in the Federation's suggested "way of escape," and then advanced three other conditions precedent to further negotiations, which the Federation took under consideration.

May 9: On 9th May, the fourth hearing of the Board of Conciliation was held. Mr. Bridges appeared as spokesman for the Union. He admitted, in respect of the "way of escape" previously advanced by the Federation, that "we thought there was a chance it might remove the roadblock."

He admitted also that the three conditions precedent to further negotiations were, in effect, an ultimatum, and stated:

"If the Federation say they cannot accept the three points laid down, that is the end of negotiations and we plan to do our best to shut the industry down, legally."

The suggestions of the Federation, which both parties were encouraged to believe were capable of providing a "way of escape," envisaged contractual arrangements being made between the Federation and the Union, governing employees engaged in Stage 1 work and similar contractual arrangements between the Union and other employers (known to the parties as Wharf Operators), governing employees engaged in Stages 2, 3 and coastwise work.

It was disclosed to the Board of Conciliation that the three conditions precedent to further negotiations, laid down by the Union, involved:

1. The question of the term of the contractual arrangements to be made;
2. The question of parity of wage rates for employees throughout Stages 1, 2, 3 and coastwise;

3. (a) The question of agreement in advance of the payment of a wage increase that would have retroactive effect to 1st August, 1962;

- (b) The question of payment in advance of a sum of money to be held in escrow in recognition by the Federation of a financial obligation in respect of a Mechanization and Modernization Plan and to ensure payment of such obligation.

In the presence of the Board of Conciliation, the parties agreed to engage in further direct negotiations, forthwith, and to report again to the Board on 16th May, 1963.

May 16, 1963: On 16th May, the Board of Conciliation held its fifth hearing, during the course of which, R. C. Smith, spokesman for the Union, made the following statements:

"As we reported to you at the last meeting of this Board of Conciliation, three stipulations were put to the Federation as a condition of bargaining further. These conditions were, firstly, on term of contract; secondly, on parity of wages across the board—Stages 1, 2 and 3; and there was a cash payment, as a commitment of good faith, into a mechanization fund; as well as that, there was a cash payment for

retroactivity back to August 1, 1962, the expiry time of the contract.

"The Shipping Federation did not meet these, and they rejected other proposals over the last few weeks that the Union has put to them. A few weeks ago, the Board directed the Union to enter into 10 days negotiations with the Federation and the Union did, in good faith, and that was reported back to the Board at the last meeting, and these negotiations were unsuccessful. Negotiations are now deadlocked and the Union sees no point in any further negotiations. This is the last appearance of the Union before this Board of Conciliation. We have reverted to our original demands in their entirety, including a Master Contract, an M & M program and all, and we would respectfully request that the Board of Conciliation consider this request of the Union and make its report to the Minister.

"After 14 months, our directions are—no further negotiations at this stage, either before this Board or under the auspices of this Board, or with the Shipping Federation directly, until seven days after the Board's report has been brought down."

The Federation informed the Board of Conciliation of the developments that had taken place since the last hearing, including the fact that on 16th May, 1963, the Union had engaged in a "mass walk-off" involving longshoremen working on 26 vessels in the Port of Vancouver and two vessels in the Port of New Westminster, for the announced purpose of bringing pressure to bear on this Board of Conciliation. J. A. Bourne, of counsel for the Federation, stated that his firm had given the Federation the opinion that the "mass walk-off" constituted an illegal strike.

The Federation reported that when direct negotiations between the parties were terminated on 11th May, that they were to be resumed whenever the Federation was in a position to advance to the Union further suggestions as to how the barriers of the Union's precedent conditions might be circumvented. The Board was informed that the Federation had sought further meetings with the Union's negotiating committee and that the Union had refused to meet.

The Federation took the position that it stood ready and willing to resume negotiations with the Union, at any time, with a view to resolving all matters in issue between the parties.

The Federation requested an opportunity to file an appropriate submission before the Board terminated its function.

By letter of 16th May to the Chairman of the Board, the Union confirmed its position before the Board in the following terms:

"Dear Mr. Sloan:

"At a meeting today of the above-mentioned Board of Conciliation, the Union made its position clear as to the futility of further negotiations with the Shipping Federation, either before the Board or otherwise. The Union also stated that the Union had made its last appearance before the Board.

"The Union wishes to exercise its right under the Labour Act to strike. We respectfully request that the Board submit its report so that we can carry out that right.

"It would be most helpful if you would indicate to us when you are going to submit your report.

"Yours truly,
Roy C. Smith,
Chairman, ILWU Canadian
Coast Negotiating Committee."

On 16th May, the Board of Conciliation in writing notified the parties of a hearing scheduled to take place on 24th May, at which the Federation would be given an opportunity to make a final submission. The Union was invited to attend and make reply, despite its expressed intention that it would not "appear before the Board again."

The Union is the Applicant in these proceedings, but it has made no submission whatsoever in respect of any of the several matters listed in its proposal (Exhibit "A") submitted on 13th June, 1962, concerning provisions to be contained in a new collective agreement, except the issue of "a master contract."

The Federation has made no submission concerning the several proposals it advanced, which, in the main, reflect responses or alternative proposals in connection with the matters raised by the Union. The Federation takes the not unreasonable position that as Respondent it is not incumbent upon it to justify denial of the Union's many requests, but rather, the Union has the onus to advance reasonable justification for each of its demands.

The Union erected a formidable barrier to effective negotiations several months prior to the commencement of these Conciliation Board proceedings. This barrier is the so-called issue of "jurisdiction" and is synonymous with what the Union refers to as an "industry collective agreement" or "master contract" which the Union seeks to resolve to its satisfaction by its position that the Federation be party to a collective agreement which, in our opinion, is, at the present time, beyond the power of the Federation to execute.

Although the Union admits that the suggestions made by the Federation in its memorandum dated 4th May, 1963, appear to provide a way of escape for the so-called issue of "jurisdiction" and hence remove any justification for a strike, the Union refuses to resume negotiations until it is in a position to engage in what it states would be a lawful strike—seven days after the report of this Board of Conciliation has been received by the Minister of Labour for Canada.

In its several appearances before this Board of Conciliation, the Union has contended that the dispute between the parties can only be resolved by direct negotiations between the representatives of the parties. It refuses to resume such negotiations until fulfilment of three conditions precedent thereto (see above).

Throughout the Conciliation Board proceedings, the Union has made several references to the fact that the parties have been negotiating for 14 months without reaching

agreement. Although it is true that negotiations commenced over 14 months ago, on 1st March, 1962, the evidence is that up to the present the parties have spent only a matter of weeks rather than months in direct negotiations.

Had the Union not discontinued its intention with reference to the formation of the Board of Conciliation, which was established pursuant to its own application, this dispute could have been dealt with by the Board of Conciliation in the latter part of 1962, following the establishment of the Board by the Minister of Labour on 4th September, 1962.

The Federation submitted its position in writing, which is annexed hereto and marked Exhibit "C."

This Board cannot bring down recommendations as to the issues between the parties contained in Exhibits "A" and "B," with the exception of that of "a master contract." On this issue we have sufficient knowledge to make a recommendation. Furthermore, from the evidence before us, it seems to be the issue of paramount importance to the Union.

From evidence given by the Shipping Federation, it seems distinctly possible that the Wharf Operators Association and the Shipping Federation can reach a level of collaboration where the two organizations sit down, side by side, on one side of the table and bargain with the Union on the other. This is the very plan referred to by the phrase "way of escape" appearing here earlier. The method proposed was described as being by "parallel agreements," namely, one agreement with the Shipping Federation and another with the Wharf Operators Association, with common terms where practical, and no doubt appropriate relativity in wages.

The Board is of the opinion that, had not negotiations come to an end through the Union's having named three conditions precedent to further negotiation that the Federation stated it could not accept in the form offered, the negotiations then going on, and tending towards the parallel agreement principle above referred to, might well have come to a successful conclusion on the issue of "a master contract."

Recommendations

1. The Board recommends that the parties be placed into direct bargaining with each other under whatever aegis the Minister may see fit to make available, if any. A Conciliation Officer might be useful at least to get the negotiations re-launched. The aim of this recommendation is the solution of the "master contract" issue by

means of parallel agreements: (a) between the Union and the Shipping Federation and (b) between the Union and the Wharf Operators Association, both to be negotiated at the same time and place. We recommend such parallel contracts.

2. That the conditions precedent to further negotiation as named by the Union, or any conditions precedent in this instance, should be dropped by the Union. We are not prepared to say that there never can be a case where conditions precedent to *bona fide* bargaining can be laid down, but it is very difficult to conceive one, and the Board feels that this is not it. The very matters in the conditions precedent are properly included in the issues for direct bargaining, which, in our opinion, should take place without further delay.

All of which is respectfully submitted.

(Sgd.) W. R. Sloan,
Chairman.

(Sgd.) John Groves Gould,
Member.

(Sgd.) B. W. Dysart,
Member.

Vancouver, B.C., 31st May, 1963.

Exhibit "A"

ILWU PROPOSALS FOR 1962 NEGOTIATIONS

1. A Master Contract.
2. A Mechanization and Modernization Agreement.
3. No reference in the agreement which excludes work; (i.e., Section 401, Article IV, in collective agreement dated 21st November, 1960).
4. Wages: 15 cents.
5. Vacations:

(a) 30 days (120 hrs.) up to 2 years	4%
2 to 5 years (inclusive)	5%
6 to 9 years (inclusive)	6%
10 to 19 years (inclusive)	7%
20 years of service or more	8%
- (b) Include provisions that will give vacation coverage to members for periods of sickness or compensation time.
- (c) A review of vacation period.
6. M.S.A., and Welfare:
 - (a) Increase in weekly sick indemnity to \$55.00.
 - (b) Extension of M.S.A. coverage for one year for widows of active members and pensioners.
7. Head Room: Change the differential to 25 cents per foot or any part thereof under 6 feet.
8. Premium Pay: 25 cents per hour for machine operators, side runners, winch drivers, hatch tenders and boom men.
9. Holidays: eight-hour guarantee on work holidays.
10. Ninth Hour: 5 p.m. to 6 p.m. to be paid at triple straight time.
11. Work Guarantee: 4—4—4. Four-hour minimum pay guarantee on any call-out. Four-hour minimum pay guarantee if ordered back after lunch. In ports where split shifts are worked and the employers require that a gang

or men work until 1 p.m., these men or this gang will be available for 3 hours work that night and given the above guarantee.

12. Ships crew or anyone else outside the bargaining unit are not to do work connected with:

- (a) beams, hatches, stores, lashing, etc.;
- (b) checking;
- (c) cleaning;

or any other work performed in the handling, preparation, and servicing of cargo.

13. Starting Times: For all men including spares—8:00 a.m., 1:00 p.m., 5:00 p.m., 6:00 p.m.

14. (a) Double straight time for the full guarantee period on the night portion of a split shift Monday through Friday.

(b) Triple straight time for night portion of a split shift on Saturdays.

15. A revision—Vancouver Island Travelling Times and Transportation Allowances.

16. Local 504: No transfer from fish boats (tuna) to another job.

17. Gang despatch not later than 4:30 p.m. for 8:00 a.m. starts the following day (Island Locals).

18. Local 507 (Grain Liners):

- (a) Add water tanks as a commodity when being cleaned.
- (b) Have operating of power saws added to the section dealing with premium pay.
- (c) Revision of all items dealing with commodities.
- (d) Amend Section A-807 so that compensation will be paid for handling lumber that has nails in it.
- (e) Base rate shall be the same as for longshoremen.

19. Local 510 (First Aid Attendants):

- (a) Employer to be obligated to provide suitable first aid accommodation.
- (b) Base rate for first aid attendants shall be the same as the base rate for longshoremen.
- (c) Time and one half the base rate for working the noon hour.

20. Local 506 (Checkers):

- (a) Page 7, Section 501—After "employment of checkers," add: "provided the owner, agent, master and/or crew of the vessel do not receive any type of check from any other source."
- (b) Page 8, Section 502—After "in such position," add: "he shall be included in the provisions as provided in Section 1001 (Welfare) and Section 1002 (Pensions) of this Agreement."
- (c) Page 18, Section A301—change to read: Marine checkers' and weighers' work shall be defined as follows:
 - (i) The undermentioned definitions refer to the movement of cargo direct to or from deepsea vessels, via dock, scow, rail cars, trucks or other carriers.
 - (ii) Checking to mean the counting, verification and confirmation of the quantity, weight or number of pieces of cargo; the keeping of a time log of the operations, to record speed of operation, delays, and number of men.
 - (iii) Paper work to mean the preparation of mates, receipts, boat notes, hatch lists, cargo plans, exception lists, cargo line-ups, manifests, log sheets and payrolls, as required by agent or master of the vessel.

The above items are listed specifically. However, the Union reserves the right, "if we deem it advisable," to request changes in any or all the clauses of the agreements.

ILWU Canadian Coast
Negotiating Committee,
R. C. Smith, *Chairman*.

Vancouver, B.C., June 8, 1962.

Exhibit "B"

SHIPPING FEDERATION'S PROPOSED CHANGES FOR A NEW AGREEMENT

A. General Matters

- 1. Add clause on "Jurisdiction."
- 2. Add clause on "Full-time Arbitrator."
- 3. Add clause on "Manning Relief"—i.e., a schedule of gang sizes, including grain handling gangs.
- 4. Add clause on "Protection"—i.e., a schedule of protection and benefit items:
 - (a) In G.W.P., clarify "Economic Activities" item in last paragraph.
 - (b) In G.W.P., clarify paragraph (a)—i.e., non-report for despatch.
- 5. Add clause "Stoppage of Work", Article VII, as follows:
 - (a) If "onerous work" is alleged, men shall work as directed until the arbitrator rules.
 - (b) If "unsafe conditions" are alleged, men may stop work, being paid for lost time if the arbitrator rules in the men's favour, but losing pay if the arbitrator rules against the men.
- 6. Port Labour Relations Committee: Section 201—set up a general clause to enable a higher-level committee (not Port Labour Relations Committees) to decide the number of gangs and spareboard men, including rated men, to be employed in waterfront work in each area, etc.
- 7. Picket Lines (Section 702):
 - (a) Clarification to state what is a *bona fide* picket line—man or men carrying placards in front of the access to the working area.
 - (b) Men shall not be entitled to pay if they refuse to cross any picket line under the following conditions:
 - i. If it is established between the time they are despatched and their arrival on the job;
 - ii. If it is set up during the interval they are transferring from one job to another or while they are on a meal hour, or during the interval of a split shift;
 - iii. If it is established between the time they leave work and before they appear for work on a re-order;
 - iv. Or if it is set up after they start work and thereupon refuse to continue to work.
- 8. Grievance Procedure (Section 302): Provide that in raising a grievance, the first step should be between an employee and his foreman, or alternatively, between a hatchtender and his foreman or his superintendent.
- 9. Vacation Plan (Sections 905 and 906): Extend the vacation period beyond the existing limitations and provide for scheduling individual vacations rather than gang vacations. Section 908—eliminate.

B. Schedule "A" Clauses

- 1. Sunday Work: To be performed as for any other day, but at double straight time

throughout; work between 6:00 p.m. and 11:00 p.m. only to finish a vessel.

2. Saturday and Holiday Work:

(a) Eliminate restrictions on working after 5:00 p.m.

(b) Provide for starting fresh night gangs at 5:00 p.m. or 6:00 p.m. on Saturdays and holidays at double straight time.

3. Rated Men: If a man on the job has a rating, he must do such rated job when required. Also, a rated man despatched as a rated man shall perform other work as ordered.

4. Shoring of Cargo (Section A-301): If seen fit by the employer, shoring of cargo may be required of longshoremen.

5. Reduction in Four-hour Pay Guarantee (A-IX and cross reference to B-219(c), B-312(c), B-404(c), B-507(c) and B-604(c)): Amend four-hour minimum call-out to two hours, where vessel does not arrive due to circumstances beyond control of the employer or ship operator.

6. Mail, Baggage and Passenger Effects (including automobiles): There should be a general clause rather than just a reference in the holiday clause re men on mail, baggage, etc. working at any time, including Saturday night, Sundays and holidays.

7. Hours of Work:

(a) Section A-502(a), A-502(b) should be "day gangs to work extra hour to 6:00 p.m. if vessel is to shift or sail that night and may require night gang or gangs to finish to shift or sail" and also "finish a phase"—that is, when there is to be a change of personnel or a change in the class of cargo to be handled.

(b) Delete exception for Locals 503 and 508 and amend Section A-602 and Section A-503 references to Locals 503 and 508 accordingly, and delete second paragraph in Section A-503, Chemainus, Port Alberni.

Extend hours of work for vessels shifting or sailing in ports where such provision is not in effect.

In general, provide for a maximum of 12 hours work in home ports—see Article AXI—and for 12 hours work, less one-way travel time, in outports.

(See also A-1102, paragraph 1, and A-1103.)

8. Section A-503:

Rest Period—Should read "after three hours of actual physical work, not merely standing by on the payroll."

Chemainus—Port Alberni

i. Delete in fifth paragraph the words "present practice is that Port Alberni gangs which have worked during the day are not required to work that night."

ii. In the fifth paragraph, add to the words "notwithstanding the foregoing where gangs ordered for 8:00 a.m. are released by 10:00 a.m. on account of delay in the vessel's arrival, such gangs may be ordered out for work that night" the words "or condition of vessel or cargo" after the words "delay in vessel's arrival."

iii. Eliminate provision in A-503 that provides for men who have worked for more than four hours at night will not be called out before 1:00 p.m. the following day.

9. Holidays (Section A-801): Clarify minimum pay when a holiday falls on a Saturday.

10. Section A-2308: Where a second meal is provided, the amount to be paid for such meal shall be stipulated—\$1.75.

11. Section A-2601: Add Harmac, Ladysmith and Nanoose.

12. Sections A-2502, A-2604, A-2705: Change the words "except to finish" to "except when a vessel is finishing that night."

13. Travelling Time: Eliminate travel time and allowances within the official limits of each port.

C. Schedule "B" Clauses

1. Spareboard Men for Night Work: Allotment of spareboard men—clarify despatch of spareboard men for night work in general clause in line with provisions already contained in Section B-216 for Vancouver.

2. Moving Men about Ships: See that provisions in Section B-222 "Employment" are general throughout the agreement.

3. Extend Sections B-207, B-302, etc. and make a General Clause:

(a) Spare Men—Provide for the despatch of one or more men to do odd jobs which are not done by members of a gang, working in the same area.

(b) Additional Men and Fill-ins—The appropriate starting times should be from the time of despatch *plus* time enroute to a job from the Hall.

4. Provide a General Clause to replace Sections B-219, B-312, B-404, B-507 and B-604: This will provide for complete right of transferring of gangs and remove time limits on gang transfers which now apply at Chemainus and Port Alberni.

It will provide also that gangs must start working immediately on transfer and not sit out the minimum pay time before starting on the second job.

It will provide also for transferring men (spareboard men only) even though such men may be working in a gang.

5. Standardized Despatch Times on Mainland: Standardize despatch times at Mainland ports.

6. Spareboards: Provide for spareboards in all areas.

7. Additional Despatch Office: There should be provision for additional despatch office and gangs at Nanaimo.

8. Outport Despatchers: Provide that despatchers in ports, other than Vancouver, be jointly appointed by the Union and the Shipping Federation.

D. Drafting of Master Agreement

1. In general, provide for a streamlining and clarification of the Master Agreement by setting up general clauses that will apply to all ports or which will gather under one heading related matters now scattered throughout the Deepsea Longshore Agreement. For example, Section 404 would be rewritten to include the matters now outlined in Sections 11-4, B-220 and B-224(b). In addition, redrafting would eliminate redundant material such as Article XI.

2. In drafting the Master Agreement, appropriate Divisions shall be provided to set forth those items of the agreements relating to grain-liners, checkers and first aid attendants which must remain distinguishable and different from the provisions relating to deepsea longshoremen.

3. Examine and discuss items set out in Section C-301 of the Deepsea Longshore Agreement.

Shipping Federation of B.C.
Vancouver, B.C., June 12, 1962.

Exhibit "C"

The Position of the Federation

Despite the fact that the Union, which is the Applicant in these proceedings, refuses

to make any submission to this Board of Conciliation in respect of the several matters in issue, the Federation, although the Respondent, realizes that the Board has no facts before it upon which to predicate recommendations in its Report. Accordingly, for the assistance it may provide, this submission is made.

The Federation is prepared to resume negotiations with the Union forthwith in good faith with a view to reaching agreement in respect of the following:

1. A single collective agreement to replace the four former collective agreements that expired on 31st July, 1962, governing members of the Federation in respect of work that they require personnel to perform in what is known as Stage 1. Such a collective agreement would make provision for appropriate terms and conditions of employment, including such matters as increases in wages, improvements in vacations and welfare, to the extent that such increases and improvements can be justified by the application of the customary economic criteria, with due regard to the conditions prevailing in the industry. This collective agreement would contain provisions designed to ensure appropriate size and composition of gangs in the light of prevailing conditions and technological changes that may take place, having in mind the necessity to guard against "featherbedding" on the one hand or "undermanning" on the other.

2. A Mechanization and Modernization Plan to provide adequate protection for eligible Union members against any loss of work opportunities that may be caused by the effect on the work force of mechanization and modernization innovations.

3. In addition to the prevailing pension plans and pension agreements, which continue in effect until 31st December, 1968, an arrangement respecting pensions to protect the pension benefits now enjoyed by Union members, who may, on occasion, be required to accept despatch for the performance of work other than that which they regularly perform under the terms of the collective agreement.

Because of its nature and the circumstances governing its presentation to the Union, it is not considered appropriate to furnish the Board with a copy of the memorandum of the Federation dated the 4th May, 1963, which has been referred to by both parties as providing a "way of escape"

respecting the "jurisdiction-master contract" issue.

However, it is deemed advisable to inform the Board that suggestions contained in the said Memorandum involved the prospect of the Union, negotiating with the Federation on three separate contracts (a Collective Agreement—a Mechanization and Modernization Plan and a Pension Arrangement) governing operations in Stage 1, and negotiating three similar separate contracts governing operations in Stage 2, Stage 3 and Coastwise with another group of companies not represented by the Federation in these proceedings, but with each of which the Union has a collective bargaining relationship.

The successful negotiation of two such sets of separate contracts would provide practical ways and means of dealing with the questions of the transferability of the labour force and the portability of their vacation, welfare and other benefits.

Two such sets of separate contracts would give the Union the "jurisdiction" coverage it seeks and would yield the result of paving the way for the establishment of substantially the same terms and conditions of employment for all members of the Union throughout the province of British Columbia.

The Federation submits that the kind of collective agreement, the type of Mechanization and Modernization Plan, and the nature of the pension arrangement which it is prepared to contemplate, will provide a fair and reasonable settlement of this dispute.

Whether a settlement can be reached by peaceful means without irreparable economic harm to the community, to the members of the Union and the members of the Federation, we submit with great respect, is up to the Union.

All of which is respectfully submitted.

Shipping Federation of British Columbia.
Vancouver, B.C., May 24, 1963.

Legal Decisions Affecting Labour

B.C. Court of Appeal enjoins picketing that interfered with employer's right-of-way. U.S. Supreme Court limits use of union dues for political purposes, and rules on agency shop

The British Columbia Court of Appeal dismissed an appeal against an injunction restraining picketing of an employer's premises in a shopping centre, where the picketing was taking place in the passageway leading to the parking lot, on the ground that the picketing interfered with the employer's easement rights.

In the United States, the Supreme Court ruled that employees under a union shop agreement are obligated to pay only that part of the union dues that is relevant to collective bargaining, not that part that is used for political purposes.

In two other decisions, the U.S. Supreme Court declared that the agency shop—the equivalent of the Rand Formula in Canada—was a lawful form of union security under Sections 7 and 8 (a) (3) of the Taft-Hartley Act but was subject to state right-to-work laws.

Consequently, in one decision the Court, in consideration of an Indiana State court ruling that the agency shop was legal under the right-to-work law of that State, ordered the employer to bargain on an agency shop proposal.

In another decision, however, the Court accepted a Florida State court ruling that the agency shop was illegal under that State's right-to-work law.

By these rulings, the Supreme Court accepted the view of the National Labor Relations Board that Congress, by implication, intended to legalize the agency shop as a less vigorous and less compulsory form of union shop permitted under the Taft-Hartley Act, but at the same time stressed that the statutory prohibition of union security clauses that require membership in a union as a condition of employment (including the agency shop arrangement) is left entirely to the states under Section 14(b) of the Taft-Hartley Act.

B.C. Court of Appeal . . .

. . . enjoins picketing that interfered with employer's right-of-way in shopping centre

On November 13, 1962, the British Columbia Court of Appeal confirmed an injunction restraining all picketing of an employer's premises in a shopping centre.

The Court held (with one judge dissenting) that peaceful picketing in pursuance of a lawful strike that otherwise conformed to the provisions of the B.C. Trade-unions Act may be enjoined where it is directed against an employer who occupies store premises in a shopping centre and the picketing takes place in a passageway leading to a parking lot so as to constitute an unlawful interference with the employer's easement rights in that area.

Retail Food and Drug Clerks Union, Local 1518, conducted a legal strike against Zeller's (Western) Ltd., legal in the sense that, before striking, the union complied with all the requirements of the statutes regulating such matters.

The employer's store premises are situated in a building in a shopping centre, and he is the operator and lessee of one of a number of stores in the shopping centre. The lease provides that the employer, in common with the landlord and other tenants, shall have a right-of-way for himself, his employees and customers, over what could be called the public parts of the centre, that is, the aisles and sidewalks which lead to the store, and that the same persons shall also have the right to use the parking area.

Immediately the strike was called, the union proceeded to picket the employer's store by having some of its members patrol the sidewalk area in front of the store. The employer applied for and obtained from Mr. Justice Collins an injunction to prevent all picketing in the area covered by the shopping centre, and to prohibit illegal picketing of the employer's premises.

The union's appeal from the injunction order raised the question of the general prohibition of picketing within the area of the shopping centre. In particular, the union submitted that the injunction order should be set aside because the material did not establish (1) such a substantial interference with the easement rights of the employer as to constitute an unlawful interference and (2) irreparable damage.

Mr. Justice Tysoe, in rendering the majority decision of the Court of Appeal, stated that the question whether any

particular interruption amounts to unlawful interference with a right-of-way, depended upon the nature of the right-of-way and of the *locus in quo* and upon the general circumstances of the case. Any disturbance of a way is unlawful if it renders the way unfit for the purposes for which it was granted.

In the case at bar, the employer had a free and uninterrupted right-of-way in common with his landlord and all other persons entitled to the like right to enter upon and pass and re-pass on and over the parking area and the passageway. The pickets were placed in the passageway. The employer was dependent, for the successful operation of his store business, on free access to and egress from his store for his own employees and customers by means of the passageway, without interference. There was evidence that there was such interference by the pickets and that the conduct of the pickets had a deterrent effect upon customers, with a detrimental effect upon the quantity of business done by the employer in question.

In Mr. Justice Tysoe's opinion, the evidence before the trial judge showed substantial interference with the employer's easement rights. Also, he was of the opinion that such irreparable damage as was required to be shown to justify the granting of the injunction had been shown.

Further, Mr. Justice Tysoe noted that, by Section 3 of the Trade-unions Act, a trade union may, where the strike is legal, at the employer's place of business, operations or employment, *and without acts that are otherwise unlawful*, persuade or endeavour to persuade anyone not to enter the employer's place of business, or not to deal in or handle the products of the employer, or not to do business with the employer.

In his opinion, substantial interruption of passage along a right-of-way is an unlawful act. The union had no more right to enter upon the lands over which the employer had easement rights and to so interfere with those rights as to injure the employer than it had to enter upon lands without the consent of the owner of those lands. The very purpose of picketing in the passageway and on any of the lands over which the employer had easement rights must be to hinder and deter the employees and customers from going to and from the employer's store by the means available to them, namely, by using the passageway. This constituted an unlawful interference with the easement rights.

The Court of Appeal dismissed the appeal and confirmed the injunction prohibiting picketing. *Zeller's (Western) Ltd. v. Retail Food and Drug Clerks Union, Local 1518*, (1963), 36 DLR (2d) Part 8, p. 581.

United States Supreme Court . . .

. . . limits union action in collecting and using union dues for political purposes

On May 13, 1963, the Supreme Court of the United States ruled that a State court erred in granting an injunction relieving dissenting employees of all obligation to pay union dues exacted under a union shop agreement, where the employees alleged that the unions violated the Railway Labor Act by using dues money for political purposes, to which they objected.

Although the use of dues money for political purposes that the employees opposed, was held to be a violation of the Railway Labor Act, the Court ruled that the dissenting employees were obligated to pay that part of the money due to the unions that was relevant to collective bargaining. Holding that a union objector was entitled to a refund of his dues used for political purposes that he opposed, in the proportion that union political expenditures bore to total union spending, the Court ruled that the case should be remanded to the State court for a determination of such proportion.

The Court held further that the burden of proving the proportion of its expenditures that was used for political purposes fell on the union. Also, the Court upheld the right of the union under the Act to use uniformly exacted union fees and dues from non-dissenters in support of political activities.

By the terms of a collective agreement under Para. 2 Eleventh of the Railway Labor Act between the Southern Railway Company and a number of railway labor organizations, the company's employees were obligated, as a condition of employment, to pay the periodic union dues, initiation fees and assessments uniformly required as a condition of acquiring or retaining membership in their respective unions who were parties to the agreement.

Although, as provided in Para. 2 Eleventh of the Act, the agreement required employees to become union members within a 60-day period, in fact the unions concerned did not insist that employees actually join the union, but regarded payment of the uniform exactions required by the agreement as complete compliance with the agreement. (The latter arrangement, known in Canada as the Rand formula, is referred to as "agency shop" in the United States.) Some employees who were not union members refused to pay the unions any part of the money required under the agreement, but instead, brought a court action to

restrain its enforcement. The action was based, in part, on North Carolina's "right-to-work" law, which makes the union shop unlawful.

The Superior Court of Mecklenburg County, North Carolina, granted an injunction on the ground that money exacted under the agreement was used by the unions for purposes not reasonably necessary or related to collective bargaining, namely, (1) to support or oppose legislation, (2) to influence votes in elections for public office, (3) to make campaign contributions in such elections, (4) to support the death-benefits system operated by the Brotherhood of Railway Clerks.

The injunction restrained the unions from placing any compulsion of any nature upon the employees in question whereby they would be required, against their free will and choice, to join the unions or pay money to the unions. It was provided, however, that upon a showing by the unions of the proportion of expenditures from exacted funds that was reasonably necessary and related to collective bargaining, the injunction would be modified appropriately.

On appeal, the Supreme Court of North Carolina reversed the decision on the ground that the Supreme Court of the United States, in *Railway Employees' Dept. v. Hanson*, 351 U.S. 225, 38 LRRM 2099, held that Para. 2 Eleventh of the Railway Labor Act was a valid exercise by Congress of its powers under the Commerce Clause and did not violate the First Amendment or the Due Process Clause of the Fifth. Rehearing was granted, however, and pending the decision thereon, the Supreme Court of the United States decided the case of *International Assn. of Machinists v. Street*, 367 U.S. 740, 48 LRRM 2345.

Upon reconsideration of the Superior Court's judgment in the light of the *Street* decision, the Supreme Court of North Carolina affirmed the judgment of the Superior Court. Thereupon, the Supreme Court of the United States granted *certiorari* to consider whether the injunction granted by the Superior Court was consistent with the *Street* decision.

In the Supreme Court of the United States, Mr. Justice Brennan delivered the judgment by which the decision of the Superior Court was reversed and remanded for further proceedings not inconsistent with the Supreme Court opinion.

Mr. Justice Brennan pointed out that in the *Street* case the Supreme Court held "that Para. 2 Eleventh is to be construed to deny the unions, over an employee's objection, the power to use his exacted funds to support political causes which he

opposes." The employees in the case at bar alleged that sums exacted under the agreement "have been and are and will be regularly and continually used by the defendant unions to carry on, finance and pay for political activities directly at cross-purposes with the free will and choice of the plaintiffs."

In Mr. Justice Brennan's opinion, it would be impracticable to require a dissenting employee to allege and prove each distinct union political expenditure to which he objects; it is enough that he manifests his opposition to *any* political expenditures by the union. As stated in the *Street* case, however, "dissent is not to be presumed—it must affirmatively be made known to the union by the dissenting employee," and "the union receiving money exacted from an employee under a union-shop agreement should not in fairness be subjected to sanctions in favor of an employee who makes no complaint of the use of his money for such activities."

Further, Mr. Justice Brennan noted that, in the *Street* case, an injunction relieving dissenting employees of all obligation to pay the moneys due under a union shop agreement was held to be impermissible. The Court stated that such employees "remain obliged, as a condition of continued employment, to make the payments to their respective unions called for by the agreement. Their . . . grievance stems from the spending of their funds for purposes not authorized by the Act in the face of their objection, not from the enforcement of the union-shop agreement by the mere collection of funds."

In Mr. Justice Brennan's opinion, the injunction granted by the Superior Court in the case at bar was thus improper, even though it was subject to modifications if the unions came forward and proved the proportion of exacted funds required for purposes germane to collective bargaining. Such a remedy was too broad and might interfere with the unions' performance of those functions and duties that the Railway Labor Act places upon them to attain its goal of stability in the industry.

The Court held that the dissenting employees were entitled to no relief until final judgment in their favour was issued; otherwise, important functions of unions under the Railway Labor Act could be unduly impaired. Therefore, it ruled that the dissenting employees must pay to the unions all sums required under the agreement, including arrears.

In the *Street* case, the Supreme Court suggested that among the permissible

remedies for dissenting employees were: "an injunction against expenditure for political causes opposed by each complaining employee of a sum from those moneys to be spent by the union for political purposes that is so much of the moneys exacted from him as is the proportion of the union's total expenditures made for such political activities to the union's total budget," and restitution of such a sum already exacted from the complainant and expended by the union over his objection.

The necessary condition for such remedies, the Court said, is a division of the union's political expenditures from those pertinent to collective bargaining, since only the former, to the extent made from the exacted funds of dissenters, are not authorized by the Act. In the case at bar, no evidence was offered by either side, nor was the jury required to make findings as to the total amount of union expenditures for political purposes, the breakdown of the total union budget according to particular kinds of expenditure, or the proportion of political expenditures in the total union budget of a given period.

Mr. Justice Brennan pointed out that, in reviewing the case, the Superior Court, in order to comply with the views of the Supreme Court, will have to determine: (1) what expenditures disclosed by the record are political and, (2) what percentage of total union expenditures are political expenditures.

Since the unions possess the facts and records from which the proportion of political to total union expenditures can reasonably be calculated, the unions, not the individual employees, bear the burden of proving such proportion. Absolute precision in the calculation of such proportion is not to be expected or required. No decree issued by the Court would be proper which appeared likely to infringe upon the union's right to expend uniform exactions under the union shop agreement in support of activities related to collective bargaining and, as well, to expend such exactions from non-dissenters in support of political activities.

Further, Mr. Justice Brennan stated that a court decree would have to order: (1) the refund to the dissenting employees of a portion of the exacted funds in the same proportion that union political expenditures bear to total union expenditures, and (2) a reduction of such future exactions from them by the same proportion.

The Supreme Court recognized that practical difficulties may attend a decree reducing an employee's obligations under

the union shop agreement by a fixed proportion, since the proportion of the union budget devoted to political activities may not be constant. But a decree once entered would, of course, be modifiable upon a showing of changed circumstances. It suggested that the unions might consider the adoption by their membership of some voluntary plan by which dissenters would be afforded an internal union remedy.

The Court drew attention to the way this problem was handled under the British Trade Union Act of 1913 and added that, if a union agreed upon a formula for ascertaining the proportion of political expenditures in its budget and made available a simple procedure for allowing dissenters to be excused from having to pay this proportion of money due from them under the union shop agreement, prolonged and expensive litigation might well be averted.

The Supreme Court reversed the judgment of the Superior Court and remanded the case for further proceedings consistent with this opinion of the U.S. Supreme Court.

As an appendix, the judgment reproduced in part the British Trade Union Act of 1913. *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, et al. v. Allen et al.*, Supreme Court of the United States, 53 LRRM 2128 (1963).

United States Supreme Court . . .

. . . rules agency shop permissible under Taft-Hartley Act if not banned by State

On June 3, 1963, the U.S. Supreme Court ruled that an agency shop, under which an employee is required to pay charges to a union in lieu of membership, is a permissible form of union security under the Taft-Hartley Act, at least in States that do not prohibit such contracts. Consequently, an employer in the state of sequently, an employer in the State of gain over an agency shop proposal, as such contracts are not prohibited by Indiana law.

Further, the Court held that although union "membership" may be made a condition of employment under the Taft-Hartley Act, such membership may in turn be conditioned only upon payment, of union fees and dues; therefore, the agency shop serves, rather than violates, the intention of Congress to reduce the evils of compulsory unionism while allowing financial support for the bargaining agent.

The case grew out of a demand served by the United Auto Workers on General Motors that the company bargain on an agency shop provision in Indiana. The

demand followed the decision by the Indiana Appellate Court in June 1959, in *Meade Elec. Co. v. Hagberg* (44 LRRM 2312), that an agency shop is lawful under the Indiana Right-to-Work Act. As defined in that opinion, the term "agency shop" applies to an arrangement under which all employees are required as a condition of employment to pay dues to the union and pay the union's initiation fee, but they need not actually become union members.

After this decision, the union sent the company a letter proposing the negotiation of a contractual provision covering Indiana plants "generally similar to that set forth" in the *Meade* case. Continued employment in Indiana plants would be conditioned upon the payment of sums equal to the initiation fee and regular monthly dues paid by the union members. The intent of the proposal was not to require union membership but to make membership available at the employees' option and on nondiscriminatory terms.

Employees choosing not to join would make the required payments and in this way they would share in union expenditures for strike benefits, educational and retired member benefits, and union publications and promotional activities, but they would not be entitled to attend union meetings, vote upon ratification of agreements negotiated by the union, or have a voice in the internal affairs of the union.

The company's attitude was that the proposed agreement would violate the Taft-Hartley Act, and consequently, the company declined to comply with the union's request for a meeting to bargain over the proposal.

The union thereupon filed a complaint with the National Labor Relations Board against the company for its alleged refusal to bargain in good faith. The Board assessed the union's proposal as being fully in compliance with the Congressional declaration of policy in favour of union security contracts and therefore a mandatory subject on which the Act obliged the company to bargain in good faith. At the same time, the Board stated that it had "no doubt that an agency shop agreement is a permissible form of union security within the meaning of Sections 7 and 8(a)(3) of the Act." Accordingly, the Board ruled that the company had committed an unfair labour practice by refusing to bargain in good faith with the certified bargaining representative of its employees, and it ordered the company to bargain with the union over the proposed arrangement.

The Court of Appeals set the Board's order aside on the grounds that the Taft-Hartley Act tolerates only "an agreement requiring membership in a labor organization, as a condition of employment" when such agreements do not violate state right-to-work laws, and that the Act does not authorize agreements requiring payment of membership dues to a union, in lieu of membership, as a condition of employment. Further, the Court held that the proposed agency shop agreement would violate Sections 7, 8(a)(1), and 8(a)(3) of the Act and that the employer was therefore not obliged to bargain over it.

On writ of *certiorari*, the U.S. Supreme Court reversed the decision of the Court of Appeals and remanded the case for further consideration in accordance with the judgment of the Supreme Court.

The opinion of the Supreme Court was delivered by Mr. Justice White. He recalled that Section 8(3) under the Wagner Act allowed the closed and union shop, as well as less onerous union security arrangements, if they were otherwise legal. The National Labor Relations Board construed that provision as shielding from an unfair labour practice charge less severe forms of union security arrangements than the closed or the union shop, including an arrangement requiring, in one instance, non-union members to pay to a union \$2 a month "for the support of the bargaining unit."

When Congress enacted the Taft-Hartley Act, in Section 8(a)(3) new provisions were added that intended to accomplish two purposes. On the one hand, the most serious abuses of compulsory unionism were eliminated by abolishing the closed shop. On the other hand, Congress recognized that, in the absence of a union security provision, "many employees sharing benefits of what unions are able to accomplish, like collective bargaining, will refuse to pay their share of the cost."

Consequently, under the new law, employers were permitted to enter into agreements requiring all employees in a given bargaining unit to become members 30 days after being hired, but expulsion from the union could not be a ground for compulsory discharge if the worker was not delinquent in paying his initiation fees or dues. The amendments were intended to remedy only the most serious abuses of compulsory union membership and yet give employers and unions, who feel that such agreements promoted stability by eliminating "free riders," the right to continue such arrangements. As far as the federal law was

concerned, the Court was of the opinion that all employees could be required to pay their way. The Taft-Hartley Act abolished the closed shop but permitted voluntary agreements for requiring such forms of compulsory membership as the union shop or maintenance of membership.

In the opinion of the Supreme Court, there is nothing in the legislative history of the Act indicating that Congress intended the amended proviso to Section 8(a)(3) to validate only the union shop and simultaneously to abolish, in addition to the closed shop, all other union security arrangements permissible under state law. If Congress desired in the Wagner Act to permit a closed or union shop and in the Taft-Hartley Act the union shop, then it also intended to preserve the status of less vigorous, less compulsory contracts that demanded less adherence to the union.

The company, in the case at bar, relied upon the express words of the requirement of Section 8(a)(3), which allow employment to be conditioned upon "membership." Since the union's proposal did not require actual membership but demanded only initiation fees and monthly dues, the proposal was not saved by that section. Such interpretation would reject the NLRB decisions concerning the scope of Section 8(3) of the Wagner Act and be reaffirmed by the Board under the Taft-Hartley amendments.

In the opinion of the Supreme Court, the 1947 amendments (the Taft-Hartley Act) not only abolished the closed shop but also made significant alterations in the meaning of "membership" for the purposes of union security contracts. Under the second proviso to Section 8(a)(3), the burdens of membership upon which employment may be conditioned are expressly limited to the payment of initiation fees and monthly dues. It is permissible to condition employment upon membership, but membership, insofar as it has significance to employment rights, may in turn be conditioned only upon payment of fees and dues. Membership, as a condition of employment, is whittled down to its financial core.

In *Radio Officers Union v Labor Board* (33 LRRM 247), the Supreme Court stated:

This legislative history clearly indicates that Congress intended to prevent utilization of union security agreements for any purpose other than to compel payment of union dues and fees. Thus Congress recognized the validity of unions' concern about "free riders," i.e., employees who received the benefits of union representation but are unwilling to contribute their fair share of financial support to such union, and gave the unions the power to contract to meet that problem while withholding from unions the power to cause the discharge of employees for any other reason . . .

In the case at bar, the Court was of the opinion that the proposal made by the union made employment conditional upon the practical equivalent of union "membership," as Congress used that term in the proviso to Section 8(a)(3). The proposal for requiring the payment of dues and fees added no burdens not imposed by a permissible union contract, and compelled the performance of only those duties of membership that are enforceable by discharge under a union shop arrangement.

The Court added, if an employee, in a union shop unit refuses to respect any union-imposed obligations other than the duty to pay dues and fees, and membership in the union is therefore denied or terminated, the condition of "membership" for Section 8(a)(3) purposes is nevertheless satisfied, and the employee may not be discharged for non-membership, even though he is not a formal member of the union. The proposed agency shop arrangement serves rather than violates the desire of Congress to reduce the evils of compulsory unionism while allowing financial support for the bargaining agent.

The Court concluded that the employer in the case under review was not excused from his duty to bargain over the agency shop proposal on the theory that his acceding to it would necessarily involve him in an unfair labour practice. Whether a different conclusion would be reached in states that have declared such arrangements unlawful was not relevant, because, in the case before the Court, Indiana law did not forbid the agency shop arrangement. Therefore, in the context of this case the employer could not justify his refusal to bargain, and by doing so, he violated Section 8(a)(5) of the Act and the National Labor Relations Board properly ordered him to return to the bargaining table. *National Labor Relations Board v. General Motors Corporation*, Supreme Court of the United States, 53 LRRM 2313 (1963).

United States Supreme Court . . .

. . . rules States may prohibit agency shop agreements though allowed by Taft-Hartley

On June 3, 1963, the Supreme Court of the United States ruled that Section 14(b) of the Taft-Hartley Act, which permits State laws to prohibit agreements requiring union membership as a condition of employment, permits also the prohibition of agency shop agreements that require employees to pay union charges in lieu of membership. Section 14(b) of the Act subjects to state law the union security agreements that are permitted under federal law

by Section 8(a)(b) of the Taft-Hartley Act; and agency shop agreements, having been held to be within the scope of Section 8(a)(3), are within the scope of Section 14(b), and thus may be prohibited by State right-to-work law.

Further, the Court held that Section 14(b) also permits State law to invalidate the so-called "service fee" agreement under which non-member payments are used for collective bargaining purposes alone and are not used for the union's institutional purposes because the over-all effect of the "service fee" is the same as an agency shop arrangement.

Local 1625 of the Retail Clerks' International Association was the certified bargaining agent for the Food Fair Stores supermarket chain in five South Florida counties. In October 1960, the union and the employer negotiated a collective bargaining agreement effective until April 1963. The contract provided for various terms and conditions of employment and also contained Article 19, which became the subject of the lawsuit and which reads as follows:

Employees shall have the right to voluntarily join or refrain from joining the union. Employees who choose not to join the union, however, and who are covered by the terms of this contract, shall be required to pay as a condition of employment, an initial service fee and monthly service fees to the union for the purpose of aiding the union in defraying costs in connection with its legal obligations and responsibilities as the exclusive bargaining agent of the employees in the appropriate bargaining unit. The aforesaid fees . . . shall in no case exceed the initiation fees and the membership dues paid by those who voluntarily choose to join the union . . . It shall also be a condition of employment that all employees covered by this agreement shall on the 30th day following the beginning of such employment or the effective date of this agreement, whichever is later, pay established initial and monthly service fees as shown above.

The Court action was instituted by some non-union members of Food Fair who sought a declaration that Article 19 was null and void, and an injunction against the union and the employer to prevent them from requiring employees to contribute money to the union under Article 19. The trial court held that Article 19 of the collective agreement did not violate the Florida right-to-work law.

However, the Florida Supreme Court reversed the decision, holding that State law forbade, and that the Florida courts could deal with the agency shop clause involved in the case under review, and remanded the case for further proceedings in the trial court. On a writ of *certiorari*, the case was brought before the Supreme Court of the United States.

Mr. Justice White, delivering the opinion of the Supreme Court, noted that the case to a great extent turned upon the scope and effect of Section 14(b) of the Taft-Hartley Act, which reads:

S. 14 (b). Nothing in this Act shall be construed as authorizing the execution or application of agreements requiring membership in a labor organization as a condition of employment in any State or Territory in which such execution or application is prohibited by State or Territorial law.

Mr. Justice White stated that it was apparent that Section 14(b) was designed to prevent the complete removal of State power over certain union security arrangement expressly permitted in Section 8(a)(3) of the Taft-Hartley Act, which section made it legal for employment to be conditional upon membership in a labour union. It was desired to "make certain" that Section 8(a)(3) could not authorize arrangements of this sort in States where such union security arrangements were contrary to the State policy.

In the opinion of Mr. Justice White, the connection between Section 8(a)(3) and Section 14(b) was clear. In the *General Motors* case (decided the same day and reported above), the Supreme Court ruled that the "agency shop" arrangements requiring only the payment of initiation fees and regular dues is the "practical equivalent" of an "agreement requiring membership in a labour organization as a condition of employment" under Section 8(a)(3) of the Act. Consequently, whatever may be the status of less stringent union security arrangements, the agency shop is within Section 14(b) and therefore subject to state laws.

Mr. Justice White did not accept the union's contention that Article 19 of the contract could be distinguished from the agency shop proposal in the *General Motors* case. The union claimed that Article 19 confined the use of non-member payments to collective bargaining purposes alone and forbade their use by the union for institutional purposes unrelated to its exclusive agency functions, all in sharp contrast to the *General Motors* situation where the non-member contributions were made available to the union without restriction.

In Mr. Justice White's opinion, the agency shop clause was ambiguous on its face and it should not be construed to raise a substantial difference between the *General Motors* case and the case under review. There was no iron-clad restriction imposed upon the use of non-member fees in the case at bar, for the clause merely described the payments as being "for the purpose of

aiding the union" in meeting collective bargaining expenses.

The alleged restriction would not be breached if the service fee was used for both collective bargaining and other expenses. But, even if all collections from non-members were directly committed to paying bargaining costs, this fact would be of bookkeeping significance only, rather than a matter of real substance. It must be remembered that the service fee was exactly equal to membership initiation fees and monthly dues, and the union said in its brief that dues collected from members may be used for a "variety of purposes in addition to meeting the union's costs of collective bargaining."

If the union's total budget was divided between collective bargaining and institutional expenses, and if non-member payments, equal to those of a member, went entirely for collective bargaining costs, the non-member would pay more of these expenses than his *pro rata* share. The member would pay less and to that extent a portion of his fees and dues would be available to pay institutional expenses.

By paying a larger share of collective bargaining costs, the non-member sub-

sidizes the union's institutional activities. In over-all effect, economically, and for the purposes of Section 14(b) of the Act, the contract under review was the same as the *General Motors* agency shop arrangement. The union's argument, if accepted, would lead to the anomalous result of permitting Florida to invalidate the agency shop but forbid it to ban the service fee arrangement under which collective bargaining services would cost the non-member more than the member.

The Supreme Court concluded that the contract involved in the case at bar was within the scope of Section 14(b) of the National Labor Relations Act and was subject to prohibition by Florida law. The Court, however, had not determined whether the Florida courts, rather than solely the National Labor Relations Board, are tribunals with jurisdiction to enforce the State's prohibition against such arrangements. Accordingly, the case was retained on the calendar and set for re-argument during the forthcoming term on the remaining issue of jurisdiction. *Retail Clerks' International Association, Local 1625, AFL-CIO, et al. v. Schermerhorn, et al.*, Supreme Court of the United States, 53 LRRM 2318 (1963).

Recent Regulations under Provincial Legislation

Ontario issues new minimum-wage orders, tightens construction safety rules. Quebec sets special minimum rates for sawmills

In Ontario, new minimum-wage orders for the Toronto-Hamilton-Oshawa Zone, the first in the province to apply to men, set a general minimum of \$1 an hour for men in the area and of \$1.25 for construction workers. The minimum for women is 85 cents an hour, increasing by 5 cents every three months to a minimum of \$1 an hour on March 31, 1964.

Other new Ontario regulations under the Department of Labour Act set out more stringent safety rules for compressed-air operations and tunnel work. They require the appointment of a competent superintendent for every project, make it mandatory to have an experienced lock tender for each work shift, provide for regular medical examinations for men doing compressed-air work, and make it mandatory to have a medical lock readily available whenever compressed air is used. Time limits for underground shifts have been reduced and rest periods increased, and a three-stage decompression procedure has been introduced, replacing the previous two-stage procedure.

In Quebec, a 1962 order applicable only to sawmills has been replaced by a new order that covers employees in wood-working shops as well as sawmill workers. The general minimum for employees in woodworking shops is \$1.15 an hour in Zone I and \$1.05 in Zone II. The corresponding rates for sawmill workers are \$1.10 and \$1.

Other recent regulations dealt with apprenticeship in the sheetmetal trade in Alberta, and medical examinations for workmen exposed to silica dust in Manitoba.

Alberta Apprenticeship Act

In Alberta, the apprenticeship regulations for sheetmetal mechanics have been re-issued with a few changes. The new regulations were gazetted as Alta. Reg. 204/63 on May 31.

The principal change is that there is no longer any provision for the granting of certificates of qualification to tradesmen who have not undergone a formal appren-

ticeship. However, sheetmetal mechanics with four years experience or more may qualify for a certificate of proficiency under the Tradesmen's Qualification Act if they pass the prescribed examinations.

The qualifications for apprentices are unchanged. An applicant must be at least 16 years of age and must have completed Grade 9 or its equivalent.

The ratio of apprentices to journeymen remains one to three, except that the Local Advisory Committee may now recommend that additional apprentices be employed if circumstances warrant it.

British Columbia Pipe-lines Act

British Columbia has issued an amendment to the regulations under the Pipe-lines Act, requiring all unfired pressure vessels used in connection with the operation of a pipe line to be tested by a method and at intervals approved by the Chief Inspecting Engineer of the Department of Commercial Transport, and to be date-stencilled. The new regulation, B.C. Reg. 96/63 amending B.C. Reg. 457/59 (L.G. 1960, p. 283), was gazetted June 15.

Code A.S.A. B31.4, 1959, Oil Transportation Piping, has now been adopted as the standard governing the design, fabrication, installation, testing, and inspection of oil pipe lines, piping, fittings, and appurtenances. However, where a code or formula has not been provided, or where provision is imperfect, the Chief Inspecting Engineer may provide one. Oil pumping stations must now be installed and operated in accordance with Code A.S.A. B31.1.8, 1955, Gas Transmission and Distribution Piping Systems.

Manitoba Public Health Act

The regulation under the Manitoba Public Health Act, requiring medical examination of workmen in industries where silicosis may be contracted, has been amended by the addition of a list of the industries to which the requirement applies. The new regulation, Man. Reg. 45/63, amending Man. Reg. 18/52 (L.G. 1952, p. 1106), was gazetted June 15.

The industries in which these requirements apply are: hard rock mining; stone cutting; metal foundry work; hard rock drilling and crushing; any industry in which workers are exposed to dust in the use of abrasive equipment where the abrasive, or the object being abraded, contains silica on its surface or in its interior; and any industry in which asbestos, or any mixture of asbestos, is worked or handled, or any industry in which asbestos textiles or any article composed of, or containing asbestos is manufactured or repaired.

A workman in any of these industries who is or may be exposed to the inhalation of any substance that may cause fibrosis of the lungs, is required to have an annual medical examination, unless he is exposed to the hazard for less than 50 hours in a month.

Ontario Department of Labour Act

Ontario has extensively revised its regulations designed to safeguard workmen against accidents in hazardous underground projects, especially against compressed-air illness or the "bends." This revision, the first in many years, is a major attempt to bring safety provisions governing this type of work into line with the best modern practices. It incorporates a number of the recommendations of the Royal Commission on Industrial Safety (L.G. 1961, p. 1238).

The new regulations, issued under the Department of Labour Act as O. Reg. 100/63, Underground Work, were gazetted May 4. They came into force on May 14, with the exception of Section 113 (concerning medical locks), which came into force on July 1. They revoked R.R.O. 1960, Regulation 109, on May 14, with the exception of Section 26(1) (concerning medical locks), which was revoked on July 1.

The new regulations are the result of extensive study by officers of the Ontario Department of Labour and the Labour Safety Council. The standards imposed in other countries have been studied and the assistance of technical experts has been sought. In reporting to the Ontario Legislature on the approval of the regulations, the Minister of Labour for Ontario emphasized a number of points that would help to make the new rules more effective, both for underground work generally and for work in compressed air.

Among the important rules in regard to underground work, the Minister mentioned: the requirement that a competent superintendent, whose duties are prescribed in the regulations, must be named for every project, to ensure proper supervision of workers; extensive safeguards against the hazards of fire underground; a clear obligation on the part of the constructor to maintain full compliance; and at the same time, workmen are required to use protective equipment and to so conduct themselves as not to endanger their safety or the safety of others.

The Minister also pointed out that the person responsible for any project involving work in compressed air must obtain the approval of the Department of Labour before subjecting a workman to compressed air,

and that there are a number of new requirements with respect to air locks and working chambers. The maximum hours that a person may work at a given air pressure are considerably reduced. Workmen must undergo careful medical examination, and the duties of project physicians are spelled out clearly.

Perhaps the most important of all is the requirement for the keeping of precise records, and the submission of reports of medical cases, so that further preventive measures can be instituted where necessary. Because of the importance of these regulations, and the lengthy inquiries which preceded them, they are reported in detail below.

The new regulations are in two parts. Part I deals with the construction of shafts, tunnels, caissons and coffer dams, and Part II relates to working in compressed air.

These regulations apply to the construction of every caisson or coffer dam, and of every shaft or tunnel other than a mine as defined in the Mining Act. The provisions governing the use of compressed air, however, apply to all shafts and tunnels. Records required to be kept for inspection must be kept until at least one year after the completion of the project.

Part I. Construction of Shafts, Tunnels Caissons and Cofferdams

"Shaft" is defined as an open caisson or service shaft; "open caisson" means a casing being sunk or constructed below ground or water level and not designed to contain air pressure above atmospheric pressure; and "service shaft" means an excavation for the passage of persons or materials to or from a tunnel and having a longitudinal axis at an angle greater than 45 degrees to the horizontal.

The term "constructor" means a person who contracts with the owner to construct an entire project; it also includes an owner who contracts with more than one person to construct a project, or an owner who constructs the whole or any part of a project. Since most obligations imposed by the regulations fall upon the constructor, the effect is that where there is a general contractor for the whole project, he has the responsibility for complying with the regulations, but where there is no general contractor, the over-all responsibility remains with the owner.

Measures to Ensure Implementation—To ensure compliance with the safety rules on every project, every person who awards a contract is required to impose as one of

its conditions, compliance with the provisions of the regulations. The constructor is made responsible for compliance with the regulations in respect to the entire project, and his subcontractor is responsible for the part of the contract under his direct control.

As a further safeguard, plans and specifications for every construction project within the scope of the regulations must be submitted to the Chief Officer (a designated officer of the Department of Labour). A constructor may not start work until he has been notified that the plans have been inspected, or until 14 days have elapsed from the time when the plans were submitted.

Construction must be carried out in accordance with the latest plans and specifications submitted, and if, in an emergency, the constructor, to prevent injury to persons or damage to property, deviates from them, he must notify the Chief Officer. He must also furnish an inspector with such particulars of the procedures to be followed as the inspector requires, and must notify him if in any emergency there is any variation of procedures.

There is a specific obligation upon the constructor to provide a competent superintendent to supervise the work of the project at all times, either directly or by a qualified assistant. The duties of the superintendent, with respect to the safety of workmen, are set out in the regulations. These include an inspection at least weekly of all machinery and structures, including a weekly inspection of hoisting ropes.

The functions and powers of Department of Labour inspectors are not listed in the regulations, since these are set out in the Department of Labour Act, including the authority of the inspector to require immediate cessation of work where it is being done in a manner or under conditions that are dangerous to life or property. The regulations further provide that an inspector may take with him into any project a physician or other expert on matters concerning the project, and an inspector is also empowered to authorize, in writing, alternative procedures if they are at least equally safe.

In order that workmen may be aware of the responsibility of the employer and of their own responsibilities, a copy of the regulations is required to be posted in the change-room or in a sheltered place frequented by workmen.

Safety Measures and Equipment—The responsibilities of workmen and supervisors, especially with respect to personal protective equipment for use against head, eye, foot and respiratory hazards, are set out in detail.

No person may remove or make ineffective, without temporary safeguards, any required safeguard, except to make emergency repairs. The required safeguards must be replaced as soon as possible.

Every employee must ensure that his foreman or superintendent is informed immediately of any personal accident, contravention of the regulations, or unsafe condition. The foreman or superintendent is required to take immediate action to provide adequate medical care, to comply with the regulations or to remedy any unsafe condition.

Every person on a project is specifically required to comply with these regulations. No person on a project may endanger the safety of himself or others, bring intoxicating liquor into any project or, if intoxicated, enter any project. He must not fail to use or wear protective clothing required by the regulations or his employer. A definite obligation is imposed upon the employer to require his employees to wear suitable personal protective equipment.

The duty to see that hard hats are worn where there is a danger of falling material, and that protective footwear is worn where there would otherwise be danger of foot injury, rests both upon the individual workman and upon his supervisors.

Similarly, no person, unless he is protected by a screen, clear or coloured glasses, or other suitable device, may work or be permitted to work on a project where he might be exposed to eye injury from flying particles, hazardous substances, or harmful light or other rays.

Also, no person may work or be permitted to work on a project where he might be exposed to injury from noxious gases, fumes or dusts, or the lack of oxygen, unless there is adequate mechanical ventilation or he is wearing suitable respiratory equipment.

Another rule, in recognition of the dangers to solitary workers, provides that no person may work or be permitted to work in a shaft, tunnel, caisson or coffer dam, unless another person is on duty above ground near the opening to it.

A project must have sufficient bracing and supports to ensure that it will safely support all loads to which it may be subjected. With a view to ensuring that the sides and roof of any tunnel, shaft, caisson or coffer dam on a project are in safe condition, the superintendent, or a competent person on his behalf, is required to inspect and test them at least daily, and have all loose pieces of rock and other dangerous material removed.

Safety precautions regarding air compressors require the air inlet to be so

located that no fumes or noxious contaminants are drawn in with the air to be compressed. Every vessel for storing compressed air must be equipped at its lowest point with a valve to discharge air to the atmosphere; this valve must be opened at a safe time at least once each shift to eject any oil, water or other matter.

Shafts, Hoists and Tunnels—The regulations governing shafts require the top of each shaft to be guarded by a substantial guard rail or fence not less than 42 inches high. Gates giving access to the shaft must be kept closed and latched except when access to the shaft is necessary. If persons are hoisted or lowered by means of a bucket that remains over the shaft opening during entry to or exit from the bucket, the top of the shaft must be covered by a hinged door opening upward.

Each shaft, caisson or coffer dam must have a stairway, ladder or series of ladders running the full depth of the shaft, both during construction and after completion. If the depth of the shaft exceeds 15 feet, the ladderway or stairway must be sheathed for the full depth, and have landings not more than 15 feet apart, sufficiently wide to enable two persons to pass safely. Specifications for the width of stairways and ladderways, and for ladder rungs, are also given.

Provisions relating to service shafts set out their minimum inside dimension. If the depth exceeds 100 feet, a headframe, electrically grounded for protection against lightning, must be installed for the sinking of the shaft and subsequent use. Every conveyance in a service shaft must be operated in a compartment separated by solid sheathing from any stairway or ladderway in the same shaft. Guides must be installed to control the movement of the conveyance as the excavation progresses.

Hoistway landings must have a gate in accordance with specifications, and no person may let it be open unless the conveyance is stationary at the landing. In order to ensure that gates are closed, a device must be installed that so indicates by a light at every gate and in the hoist machine room.

The provisions governing hoists require all hoisting apparatus, cables, brakes, guides and fastenings to be of substantial design and to be arranged for convenient inspection. All safety devices must be tested before a conveyance is put into service, and at least once every three months afterwards. A record of these tests must be kept available for inspection.

Every service shaft exceeding 100 feet in depth is required to have a conveyance

for persons and material (a conveyance is defined as a cage, car, bucket or skip, or other vehicle used for transporting persons or material). A conveyance for persons in such a completed service shaft must be a cage or car. These conveyances, in a completed or uncompleted shaft or coffer dam, must have an approved device that will operate automatically to prevent the conveyance from dropping due to a broken or slack cable, and that will hold it when loaded to capacity. Requirements concerning cages and cars are set out with respect to their enclosure, doors, and protective covers.

Provisions governing buckets used for conveying persons require them to have smoothly contoured outer surfaces, and a depth of not less than four feet. The speed of a bucket conveying persons must not exceed 100 feet per minute unless danger is anticipated. The use of a self-opening bucket to hoist or lower persons is prohibited.

The only permissible rope or cable that may be used to hoist or lower persons is a steel wire rope with a steel or fibre core and a factor of safety of not less than 10. The use of a damaged or spliced rope, or one that does not suit the grooving on the hoist drum, is forbidden. Hoisting ropes must be lubricated, and the ends of the rope must be attached as specified.

Every hoisting machine used to convey persons must have a brake to stop and hold it automatically if the power fails. A device preventing the movement of a conveyance beyond its safe limits of travel must be installed unless the hoisting system is otherwise approved. Another safety measure requires the installation, in every service shaft in which persons are conveyed, of a device that indicates or gives a warning signal in the hoist machine room when the conveyance goes beyond its safe limits of travel.

A further requirement specifies that no person may be hoisted in a skip, unless the hoist has an auxiliary overwind device to prevent hoisting to the dumping position. Hoist drums must have a flange at each end to keep the rope on the drum. Hooks used with hoisting equipment must have a means of preventing the hook from becoming disengaged accidentally.

The regulations specify that signal systems, as prescribed, must be provided for shafts, caissons or coffer dams during construction, for hoistways in completed service shafts, caissons or coffer dams, and for tunnelling operations.

No person may ride, without the superintendent's permission, in a conveyance carrying material or equipment other than

hand tools, or in a bucket, skip or similar conveyance after completion of the shaft, caisson or coffer dam.

The responsibilities of the project superintendent, hoisting engineer and shaft attendants, in connection with the operation of hoisting plants, are also defined. The superintendent is responsible for ensuring that a hoist operator, licensed under the Operating Engineers Act, is designated to operate each hoist at a project, and that this person is the sole operator.

The superintendent is also responsible for establishing maximum rates of speed for conveyances used for transporting persons, for determining the maximum number of men and weight of material that may be carried safely on each conveyance, and for posting notices giving this information. In addition, he is required to assign an attendant at the top and at each of the other entrances to the hoistway of the shaft, who must be on duty continuously while the entrance is being used.

The hoisting engineer has general responsibility for the safe operation of his hoist and other machinery under his charge. He is specifically required:

- to carry out the duties prescribed by the Operating Engineers Act;
- to know the signal code;
- not to operate a hoist without position indicators, brakes, and distance markers on hoisting ropes or cables;
- to exclude unauthorized persons from his machine room;
- not to converse with anyone while his hoist is in motion or attending to signals;
- not to operate a hoist in excess of the established maximum rate of speed;
- to inspect, at least daily, all hoisting machinery and related safety appliances, and report defects immediately to the superintendent;
- after repair of the hoist, to test it up and down the working part of the shaft at least once to ensure that the hoisting machinery and shaft are safe, before transporting any person;
- not to operate the hoist in a shaft compartment when repairs are being made in the compartment, except for repair purposes; and
- not to change hoist operators while the hoist is in motion.

Shaft attendants must be at least 19 years of age and be able to speak and read English. It is their duty to give the necessary signals to the operator to start and stop the hoist, prevent overloading of the conveyance, and observe all safety precautions.

The regulations in connection with tunnels require that there must be sufficient clear space in them for the safe passage and passing of vehicles and for the movement of persons. It is further provided that no haulage locomotive, trackless haulage equipment or hoist may be left unattended,

unless the controls are in neutral and the brakes are set.

Explosives—The regulations specify that the only persons who may handle, transport, prepare or use dynamite or other high explosives must be experienced men selected and designated for this purpose by the superintendent. Their names must be posted in the field office and at each magazine. In other respects, the storage and use of explosives and blasting agents are governed by Sections 211 to 257 of the Mining Act.

Fire Prevention and Protection—Since fire in underground workings can readily have fatal consequences, special fire prevention measures are introduced to minimize the risks presented by such hazards as combustible equipment, welding, and flammable liquids and gases; and requirements regarding fire extinguishment equipment are prescribed.

In regard to fire prevention, every reasonable precaution must be taken to prevent fire in or about a project. No combustible equipment, including welding cable or air hoses, may be stored underground except for immediate use. Electric cable or hose may not be taken underground unless it has an armoured casing or an incombustible jacket.

If welding or flame-cutting is done underground, in a building on a project, or within 50 feet of a headframe, there must, while the work is in process and for 30 minutes afterwards, be a person with a fire hose or fire extinguisher whose duty is to watch for and extinguish any fire. Operators of welding or flame-cutting equipment are required to wear fire resistant clothing.

The regulations governing flammable liquids or gas require their storage in a suitable building or storage tank, which is located not less than 100 feet from any shaft, tunnel, caisson or coffer dam, not less than 300 feet from a magazine, and in a dyked area. It is forbidden to install or use underground or within 100 feet of any opening to a shaft, tunnel, caisson or coffer dam, a tank supplying liquid or gaseous fuel, except one that is an integral part of an engine.

It is prohibited to take more than one day's supply of flammable liquids underground. Portable containers used for flammable liquids with a flashpoint less than 105 degrees Fahrenheit must have a closed top, pouring spout and a safety screen. The safety caps for protecting the cylinder valves of compressed gas cylinders must be secured in place when the cylinders are being moved underground.

Provisions concerning lubricating oil require it to be stored in a suitable building

or storage tank, and in such a way that it cannot create a hazard by running toward any shaft, tunnel, caisson or coffer dam. It is forbidden to take underground combustible oil for use in hydraulic-powered equipment.

Means of extinguishing fire, with certain specified exceptions, must be provided in every building or structure on a project and in every shaft, tunnel, caisson and coffer dam. They must be located not more than 100 feet apart and not more than 50 feet from each working face and service shaft. If the transverse measurement of a shaft, tunnel or caisson is five feet or more, the means of extinguishment must be a standpipe. Suitable fire-fighting equipment must be provided at all electrical installations. Detailed requirements are set out for fire extinguishers and standpipes.

Working Over Water—When there is a risk of drowning at a project where workmen are employed over water, the constructor must provide one or more of the following safeguards, which must be approved: a boat, with a ring buoy attached to 50 feet of three-eighths-of-an-inch manila rope, and a boat-hook; a line across the water, with floating planks or other floating objects attached to support a person; and a life vest for each workman who might fall into the water. In addition, the constructor must designate one or more readily available, competent persons for rescue work.

Industrial Health—In the area of industrial health, the regulations prescribe requirements in connection with ventilation, sanitation and first aid.

An adequate supply of fresh air must be circulated throughout underground working places, by mechanical means, where there are dust, vapour or gas hazards. Clean water under pressure must be used to lay dust to drilling or blasting soil or rock, or due to dry mucking. No internal combustion engine may be installed or operated underground without the written approval of the Chief Officer.

Sanitation requirements specify that one flush toilet, chemical toilet or privy, with related facilities as prescribed, must be provided for every 30 or fewer workmen. There must be an adequate supply of pure drinking water. Washing facilities for workmen who use corrosive, poisonous, irritating or other dangerous substances, must be available. Also, a heated change room, with specifications and facilities as prescribed, must be provided to dry wet clothes of underground workers.

First aid provisions specify that a first-aid kit, required by the regulations under the

Workmen's Compensation Act, must be located near the surface entrance to the shaft, tunnel, caisson or coffer dam and, when practicable, there must be one or more of these kits underground. Stretchers in the ratio of one for every 25 men working underground must be available above ground and, when practicable, underground.

A sufficient number of approved masks and means of air supply for them must be readily available at each surface entrance, and elsewhere as required by an inspector. The constructor must ensure that a sufficient number of competent persons with suitable equipment are available on short notice to give first aid or perform rescue work.

Reporting of Accidents—The superintendent must give written notice, stating specified information, to the Chief Officer within four days after the occurrence of any accident, industrial disease, explosion or fire that causes bodily injury to a person on a project, if the injury prevents, or is likely to prevent, the employee from working for more than three days.

If a person is killed or critically injured, the superintendent must immediately notify an inspector of the occurrence, by telephone, telegram or other direct means, and also submit a written report within 48 hours. No person may alter the scene of such an occurrence, except to relieve human suffering or to maintain an essential public utility service or public transportation system.

Other Matters—All underground and surface areas at a project must be electrically illuminated, and machinery so lighted that the moving parts can be clearly distinguished when in operation. Electric flashlights must always be available at the bottom of every shaft and closed caisson and, if work is done at night, at the bottom of every open caisson and coffer dam.

With respect to housekeeping underground, the prompt removal of used or decayed timber, scrap wood, paper and any combustible rubbish, is required, and their accumulation is forbidden.

To ensure adequate communication, if a person is underground more than 75 feet from the top of the nearest service shaft or of a caisson or coffer dam, there must be telephone communication between the bottom and the top of these workings. In addition, there must be telephone communication with each level of a service shaft, and with a point within 100 feet of the working face of a tunnel. Where it is practical to do so, direct communication must be established between the project and municipal police and fire departments.

Pumping equipment, including spare equipment, must be provided on the project to handle pumping requirements and ensure the safety of persons and property.

If a project or part of it is dismantled, appropriate procedures must be used and safeguards taken to ensure the safety of persons in the vicinity.

Part II, Working in Compressed Air

The provisions of Part II, governing working in compressed air, deal with the following: application, notification, and general safety supervision; compressed-air supply; air locks and working chambers; work and rest periods, compression and decompression; medical facilities; reporting of compressed-air illness; and other safety and health matters.

Application, Notification, and General Safety Supervision—Part II applies to every project where a person is or may be working in compressed air, excluding diving bells.

It provides that no person may begin any work at a project where persons may be subjected to compressed air, unless he has notified the Chief Officer at least 14 days prior to commencement of the work, and has received his written approval.

In addition, before any person is subjected to compressed air on a project, the constructor must notify the local police and fire departments and the nearest public hospital, stating: the location of the project, and providing information on the peculiar hazards of compressed air work; the name, address and telephone number of the project physician and superintendent; and the location of the medical lock.

The constructor has general responsibility for the safety of persons working in compressed air. He must provide one air lock for each working chamber and all necessary machinery, gear and materials, together with supervisors, lock tenders, workmen and helpers, to comply with the provisions of the regulations.

Requirements concerning the project superintendent and any assistant superintendent specify that he must be sufficiently experienced in practical work under compressed air. The superintendent is responsible for ensuring that every person, before being subjected to compressed air for the first time at the project, is given instruction regarding its hazards and available safety measures, and for getting the person's signature acknowledging the instruction.

The superintendent must designate a qualified lock tender, who is familiar with the Act and these regulations, for each shift. The lock tender must attend the controls of one air lock only, unless two air locks in a tunnel are so close that he may attend to

both of them safely and competently. Also, the superintendent must ensure that, in addition to the lock tender, there is a qualified person available on the project to perform the duties of the lock tender in an emergency.

Compressed Air Supply—The superintendent is required to designate a person, qualified under the Operating Engineers Act, to be in charge of and continuously attend any air compressor at a project. This person may be an assistant to the hoist operator, if the compressor is adjacent to the hoisting plant and is registered under the Operating Engineers Act as having not more than 75 horsepower.

In order to ensure a continuous supply of compressed air, there must be two or more air compressors installed and maintained, so that if one unit is not operable, the other can supply the air required. The energy for these compressors must be available from at least two independent sources. Air compressors must supply air that is free from moisture, oil and other contaminants. Equipment to keep the air supplied to a working chamber or air lock as temperate as possible must be provided. No person may work or be permitted to work in a working chamber where the temperature exceeds 80 degrees Fahrenheit.

The pressure in a working chamber must not exceed 50 pounds for more than five minutes, except for reasons of personal safety. In such a case, the superintendent is required to notify the inspector immediately by telephone, telegraph or in person; the pressure must be the least that meets the emergency; the maximum hours of working and the minimum hours of rest periods must be as directed by the project physician, who will also establish compression and decompression procedures.

Air Locks and Working Chambers—The provisions under this heading are mainly concerned with devices and apparatus designed to ensure the safety and comfort of persons in air locks and working chambers.

No person may construct underground without prior approval, a bulkhead that interferes with the passage of any person.

Air locks for persons must be at least five feet high, accommodate simultaneously and comfortably every person in the working chamber, and have a timepiece, thermometer and pressure gauge. Also, each air lock must have a glass observation window, an adequate number of seats, and suitable means of heating, the temperature not to exceed 80 degrees Fahrenheit.

Each working chamber and each air lock must have two or more air supply pipes, and

means of controlling and automatically limiting the maximum air pressure. At each set of valves controlling the air supply to and discharge from an air lock, there must be a pressure gauge showing the air pressure in the air lock, and one showing the air pressure in the working chamber. There must also be separate valves inside and outside the air lock to control the air supply and discharge.

If an air lock for persons has a device for automatic compression and decompression, there also must be manual means of controlling the air pressure in case of emergency. Every air lock for persons must have a gauge that permanently records air pressure in the lock, showing changes at intervals of not more than one minute.

A pressure gauge, readable from the working chamber side, must be provided to show the pressure in the air lock. Every working chamber must have a portable gauge to show the pressure, and a thermometer. All pressure gauges must be tested daily. Every working chamber must have a blow stack of pipe with valves as prescribed. A pipe or mop line must be provided to drain each working chamber and air lock.

Another new requirement is intended to ensure that in an emergency, persons can always get from atmospheric pressure to the working chamber.

Work and Rest Periods, Compression and Decompression—The regulations prescribe the maximum hours that a person may work, at a specified pressure, in each of two working periods permitted within 24 hours, and the minimum rest period, at atmospheric pressure, after each working period. No person may perform manual labour or physical exertion, or leave the project, during his rest period or mid-shift meal.

The lock tender has special responsibilities for the safety of compressed-air workers. He must continuously attend the controls of the air lock when a person is about to be or is being subjected to compressed air in the air lock or related working chamber. Prior to permitting any person to enter an air lock, he must ensure that the air supply and all equipment and devices necessary for its safe operation are in good condition. He must prevent any person unable to produce written proof of medical fitness from entering an air lock.

With respect to "compression" of workmen, the lock tender is required to apply air pressure uniformly upon a person in an air lock, not increasing the air pressure to more than five pounds during the first two minutes. He must not exceed a pressure of five pounds until he has ascertained that every

person in the air lock is free from discomfort due to air pressure. He must increase the pressure above five pounds at a uniform rate that does not cause discomfort to any person, not exceeding five pounds per minute.

While compressing a person, the lock tender must constantly observe him and, unless the person indicates that discomfort has disappeared quickly, gradually reduce the air pressure until the discomfort ceases, or to atmospheric pressure so that he can be released from the air lock immediately.

The lock tender must adhere strictly to prescribed procedures for decompressing a person. He must observe the person constantly and, if the person indicates any discomfort that does not disappear quickly, he must increase the air pressure until the discomfort ceases or until the air pressure equals that of the working chamber. The lock tender must then notify by telephone the project physician, the superintendent or the superintendent's assistant, and follow his instructions.

If a person in an air lock is injured or ill for a reason other than air pressure, the lock tender must notify the project physician, the superintendent or his assistant. Unless one of these officials directs otherwise, the lock tender must decompress the person in accordance with prescribed decompression procedures.

Other provisions relating to a lock tender specify that he must speak, read and write English competently. He must not work or be permitted to work more than eight hours in any period of 24 consecutive hours. He is also required to maintain separate records for each air lock giving the following information:

- the identity of the air lock;
- a serial number for each compression and decompression;
- the identity of each person subjected to each compression and decompression;
- the time and pressure at the beginning and end of each stage of compression and decompression;
- the temperature of the air lock before and after each compression and decompression; and
- any unusual occurrences respecting any person, the air lock or related matters.

The lock tender must give this record to the superintendent, who is required to keep it for inspection by an inspector or the project physician.

The regulations set out in detail the procedure for decompressing persons who have been under greater than atmospheric air pressure for more than five minutes. If the maximum air pressure is less than six pounds, it must be reduced to atmospheric air pressure at a rate not exceeding five pounds per minute.

If the maximum air pressure is six pounds or more, it must be reduced in three stages, as follows: Stage 1, from maximum air pressure to one half of it, at a rate not exceeding five pounds per minute; Stage 2, from one half to one quarter of maximum air pressure at a rate not exceeding two pounds per minute; and Stage 3, from one quarter of maximum to atmospheric air pressure at a rate not exceeding one half per pound per minute where the maximum air pressure is not over 20 pounds, or one quarter pound per minute where the maximum air pressure is over 20 pounds but does not exceed 50 pounds.

It is compulsory to post in the form provided at the controls for, and in the air lock, the prescribed pressure and minimum time for each stage of decompression corresponding to the maximum air pressure in the working chamber.

Provision is also made for the three stage decompression of a person experienced in compressed air, at uniform rates not exceeding twice the normal rates specified above. In such a case, however, he must have been subject to air pressure of 30 pounds or less for one half hour or less, and not have performed manual labour during that time.

Medical Facilities—This section deals with requirements concerning project physicians, medical examination of compressed-air workers, medical locks, and first aid.

The constructor of a tunnel or caisson in which persons work under compressed air is required to employ one or more project physicians. The physician must be reasonably available to provide medical services or advice, and must visit the project at least daily when persons are working in compressed air.

Strict requirements are imposed in connection with the medical examination of compressed-air workers. No person may work or be permitted to work in compressed air for the first time, unless the project physician has examined him and given written certification to the superintendent that the workman is physically fit for this type of work. It is the responsibility of the project physician to inform the workman of safety precautions against injury due to compressed air work.

A person who has not worked in compressed air must not be permitted to do so unless he is first tested under air pressure by the project physician. The workman then must not be permitted to work under compressed air for longer than one half shift, unless the project physician re-examines him and finds him physically fit.

A compressed-air worker who has not been examined within the previous two

months, or is absent for 10 or more successive working days, must not resume, or be permitted to resume, work in compressed air until the project physician examines him and certifies that he is physically fit.

The superintendent is required to keep for inspection a record of all examinations made by the project physician. This record must contain: the dates of examinations; the person's description, age and physical condition; and a statement of the periods the person has worked in compressed air.

If, for any reason, a person working under or about to work under compressed air does not feel well, he must inform the superintendent or project physician.

Provisions relating to medical locks require the constructor to supply at least one of them, and maintain it ready for operation at a project in which compressed-air work is done.

The medical lock must be under the control of the project physician. One or more persons experienced in decompressing workmen suffering from compressed-air illness must be readily available while any person is under compressed air, and for 24 hours afterwards.

A medical lock fabricated on or after July 1, 1963, must have a certificate of inspection issued under the Boilers and Pressure Vessels Act for a working pressure of at least 75 pounds, and, if fabricated before that date, for a working pressure of at least 50 pounds.

The medical lock must be divided into two pressure compartments at least five feet in height at its centre line if fabricated before July 1, 1963, and six feet in height if fabricated on or after that date. Each compartment must be provided with air valves enabling it to be pressurized and depressurized from inside or outside the lock. An observation window must be installed in each door and in the rear wall of a medical lock.

The medical lock must be adequately lighted and ventilated, maintained at normal room temperature, and have a pressure gauge, thermometer, telephone, seating, cot and blankets, and means of keeping it sanitary.

There must be provided near each medical lock a suitable first-aid room with all medical and other equipment necessary for first aid, and examination facilities for the project physician.

Reporting of Compressed-Air Illness—The regulations require a person who believes that he is suffering from any form of compressed-air illness to notify promptly his superintendent, foreman, or the project

physician, and the lock tender if he is under air pressure.

The superintendent must report to the Chief Officer, at least weekly, the name of every person known to him, his supervisory staff, the lock tender, or the project physician, who suffered from compressed-air sickness. If any case of compressed-air sickness does not respond to first-aid treatment in a medical lock, the superintendent must report it to the Chief Officer immediately by telephone, telegram or other direct means. In each of these reports, the superintendent must submit information as prescribed.

Other Safety and Health Matters—Other safety and health matters dealt with are communications, lighting, identification badges, fire protection, hot drinks for workers, and sanitation.

The regulations specify that at all times there must be direct communication by telephone or similar equipment connecting the working chamber, the air lock, the outside of the air lock at the entrance on the atmospheric pressure side, the compressor house and the superintendent's office.

With respect to lighting, the supply of electricity for lighting places under compressed air must be supplemented by an auxiliary source other than a portable emergency one. In addition, there must be emergency flashlights at the entrance to each air lock on the atmospheric side and in the air lock.

Since the symptoms of compressed-air sickness may be attributable to other causes, it is essential that compressed-air workers can be readily identified, so that vital treatment can be given without delay. For this purpose, therefore, every person is required to wear, for at least 24 hours after working in compressed air, an identification badge furnished by the constructor. This badge must state: that the person is a compressed-air worker; the location of the medical lock; the name of the project physician; and that, in case of compressed-air sickness, the person is to be taken by ambulance to the medical lock.

Since the risk of fire under compressed air is greatly increased, every person in authority and every person under compressed air must take extra precautions to prevent fire. It is forbidden to use acetylene in compressed air. No person may smoke or be permitted to smoke in an air lock, medical lock, or working chamber.

The constructor is required to provide hot beverages for compressed air workers, during rest periods and at the end of shifts.

A supply of pure drinking water, and at least one chemical toilet, must be provided in any working chamber that is large enough.

Ontario Minimum Wage Act

Three new minimum-wage orders for the Toronto-Hamilton-Oshawa Zone, issued by the Ontario Industry and Labour Board, went into force on June 30, establishing the first male minimum rates to be set in Ontario and increasing the minimum for female workers in the area. The orders set a general minimum of \$1 for men and a minimum of \$1.25 for construction workers. The rate for women has been increased from \$30 a week to 85 cents an hour, with provision for five-cent increases every three months until parity with the male rate is reached on March 31, 1964.

When announcing the new program last March, the Minister of Labour said that, in establishing special rates for the Toronto-Hamilton-Oshawa Zone, the Government was following the pattern recommended by H. Carl Goldenberg in the Report of the Royal Commission on Labour-Management Relations in the Construction Industry (L.G., July 1962, p. 775).

The Minister also stated that studies of wages, hours and other working conditions in other parts of the province, were proceeding, and that minimum-wage protection would be extended by zones and in stages.

General Order For the Toronto-Hamilton-Oshawa Zone, O. Reg. 133/63—The new general order for the Toronto-Hamilton-Oshawa Zone applies not only in the three cities in the area but also in 16 towns, 8 villages and 18 townships listed.

All employees in the Toronto-Hamilton-Oshawa area are covered, except:

- registered apprentices;
- students employed in recreational programs operated by school boards, municipalities or charitable organizations;
- residential building superintendents, janitors or caretakers who live on the premises;
- salesmen other than those employed at the employer's actual place of business or route salesmen or salesmen whose working hours are fixed or verified by the employer;
- professional persons, including teachers, registered nurses, optometrists, public accountants and professional trainees;
- student supervisors of children who are under 18;
- domestic servants; and
- farm workers, and persons subject to another order.

The order provides for some exceptions from the \$1-an-hour rate. The minimum for women workers in the area is 85 cents an hour. This minimum will be increased by 5 cents an hour at the end of every three-month period until it reaches \$1 an hour

on March 31, 1964. When questioned about this differential, the Minister of Labour stated that parity as between men's and women's wages was part of the government's program with respect to minimum-wage legislation, but that a transitional period was necessary to prevent dislocation and loss of employment.

In line with the practice in some other jurisdictions, a lower minimum rate is set for younger workers, students and seasonal employees. Persons under 18 years of age employed as messengers, delivery boys, news vendors, or pin setters in bowling alleys, must be paid a minimum of 80 cents an hour. This 80-cent minimum also applies to students who work 28 hours a week or less, and to seasonal workers employed in fruit or vegetable processing plants for not more than 16 consecutive weeks in a calendar year.

Lower minima are also payable to learners during the first four months of employment, subject to certain restrictions. During this four-month learning period, male employees are to be paid at least 90 cents an hour. The minimum for female trainees is 75 cents an hour, increasing to 80 cents on September 30 and to 85 cents on December 31. From March 31, 1964 on, the minimum for inexperienced female workers will be 90 cents an hour, the same as for male learners.

The number of employees classified as learners may not exceed one-fifth of the total number of employees in an establishment, except that a person with fewer than five employees may employ one learner.

Also, certain classes of employees may not be paid learners' rates even though they may have less than four months experience. They are:

- persons holding a certificate of apprenticeship or a certificate of qualification under the Apprenticeship Act;
- office workers who hold a secondary-school graduation diploma of a commercial course, or who have completed a course in business or office practice provided by a registered trade school; and
- part-time workers employed for less than 28 hours a week.

Employees reporting for work in response to a call from the employer must be paid a minimum of three hours in wages. This provision does not apply to students who are not required to work for more than 28 hours a week during the school year, however.

In establishments where some or all of the employees are paid on a piecework basis, the employer will be considered to have complied with the minimum wage requirements if four fifths of the pieceworkers receive the equivalent of the minimum wage for any pay period.

Hotel and Restaurant Workers, O. Reg. 135/63—The order for hotel and restaurant workers, which has the same geographic coverage as the general order for the Toronto-Hamilton-Oshawa Zone, applies to all inns, motels, hotels, taverns, public houses or other refreshment places in the area, as well as to establishments licensed under the Liquor Licence Act. The order, however, does not cover licensed tourist establishments operated for not more than five months in a calendar year. Registered apprentices are also exempted.

The rates set are the same as in the general order for the Zone, except that there is no provision for learners' rates. All male hotel and restaurant employees must be paid at least \$1 an hour, regardless of experience. The minimum rate for women is 85 cents an hour, increasing by 5 cents at three-month intervals to a minimum of \$1 an hour. The only exceptions are students employed 28 hours or less in a week, and persons under 18 working as messengers, delivery boys, news vendors and pin setters, who must be paid a minimum of 80 cents an hour.

Another difference is that the order for hotel and restaurant workers limits deductions for board and lodging. The maximum amounts at which meals or room may be valued for minimum wage purposes are: \$5 a week for a room; 50 cents for single meals and \$10 for a week's board; \$15 for a week's board and lodging. An employer is forbidden to make any deductions for board or lodging unless the employee has actually received the meals and occupied the room.

Deductions from the minimum wage for the purchase, use, laundering or cleaning of uniforms, aprons, caps or similar articles of apparel, are prohibited.

As well as providing for a daily guarantee, the order for hotel and restaurant workers stipulates that employees must be paid for all time spent on the premises at the employer's request.

Construction Workers, O. Reg. 134/63—As indicated above, a higher minimum, \$1.25 an hour, has been set for construction workers in the Toronto-Hamilton-Oshawa Zone. This \$1.25-an-hour rate applies to all persons engaged in the construction, erection, demolition, repair, remodelling, decoration or alteration of buildings, roads or other structures, including excavation and tunnel work. The only exceptions are student architects, surveyors or engineers, registered apprentices, and maintenance workers employed by an industrial, manufacturing or service establishment.

The construction order does not set lower rates for persons under 18 or for learners, nor does it provide for minimum call-in pay.

Female Workers Outside Newly Designated Zone—The general order for women (C.R.O., 1960, Reg. 437), continues to apply to women outside the Toronto-Hamilton-Oshawa area, but zone boundaries have been redrawn to conform with those of the newly designated Zone.

Zone 1 now comprises the cities of Windsor, Ottawa and London and their environs. Zone 2 comprises every local municipality and every school section under the Public Schools Act within unorganized townships or unsurveyed territory having a population of 3,000 or more, and not included in Zone 1 or in the newly designated zone. Municipalities and school sections with a population of less than 3,000 that are not included in other zones, form Zone 3.

The rates are unchanged. The minimum for female employees outside the Toronto-Hamilton-Oshawa area remains \$30 a week in Zone 1, \$28 in Zone 2, and \$26 in Zone 3.

The amending order, O. Reg. 136/63, was gazetted June 15, and also went into force on June 30.

Quebec Minimum Wage Act

The Quebec Minimum Wage Commission has replaced the order for the sawmill industry issued last fall (L.G., Nov. 1962, p. 1291), by a new order that applies to woodworking establishments as well as to sawmills. Rates for employees in woodworking shops are slightly higher than for sawmill workers, with the usual zone differentials. The general minimum for employees in woodworking plants is \$1.15 in Zone I and \$1.05 in Zone II. The corresponding rates for sawmill workers are \$1.10 and \$1 an hour.

The new order, No. 30, 1963, went into effect on June 29, the date of publication, and will remain in force until May 1, 1964.

Two other orders gazetted the same day amended the special minimum wage order for municipal and school corporations (No. 41, 1963), and the general vacation order (No. 3, 1962).

Order No. 30, 1963—Sawmills and Woodworking Plants

The new order covers all employees in sawmills or woodworking plants except employees subject to a decree under the Collective Agreement Act. The order makes

it clear, however, that if a collective agreement provides more favourable benefits than those in the order, it will take precedence over the order.

In addition, the order exempts employees in sawmills producing lumber used exclusively in logging operations, the employer's consort, members of the clergy or a religious order, employees of non-profit educational or research institutions, and members of a production co-operative.

For purposes of the order, "sawmill" means any establishment where the sawing, ripping, working, planing, drying, piling or shipping of lumber and related operations are carried on, including portable sawmills.

The order covers cabinet-making shops, shops doing joinery work, and other places where wooden accessories for buildings are fabricated. It does not include veneer and plywood mills, however.

Zones: As indicated above, rates are again set on a zone basis with no change in zone boundaries. Zone I comprises Metropolitan Montreal, which includes the Island of Montreal, Ile Jésus, Ile Bizard and the County of Chambly. Zone II covers the rest of the province.

Hours: The regular work week for most employees is 54 hours. Three classes of workers—stationary engineers, machine operators and truck drivers—may be required to work up to 60 hours a week at straight-time rates. Two categories—cooks and their helpers, and caretakers and watchmen who are not stationary engineers or machine operators—are deemed to have no regular work week and are therefore not entitled to overtime.

Minimum Rates in Sawmills: The general minimum for sawmill workers is the same as before, \$1.10 an hour in Zone I and \$1 in Zone II.

A new feature is that slightly lower minima are now set for employees in small establishments in Zone II. Sawmill workers who are employed in establishments with five employees or less, or who work for farmers 75 per cent of the time, may now be paid a minimum of 90 cents an hour, or 10 cents less than the general minimum for the Zone.

The minimum for younger workers and for handicapped employees remains 70 cents in Zone I and 65 cents in Zone II. The only difference is that sawmill workers must now be 19 rather than 18, before they are entitled to the adult rate.

The rate for skilled employees such as machinists, sawfilers, stationary engineers and machine operators is also unchanged

at \$1.25 an hour in Metropolitan Montreal and \$1.15 elsewhere in the province.

Special weekly rates are no longer set for caretakers provided with free board and lodging on the premises, which means these employees are now subject to the general minimum.

Minimum Rates in Woodworking Shops: With one exception, rates for employees in woodworking plants are 5 cents more than for sawmill workers. The regular minimum is \$1.15 an hour in Zone I and \$1.05 in Zone II. In plants with five employees or less, the minimum is \$1.10 or 95 cents an hour, depending on the location.

Employees under 19 years and handicapped workers must be paid at least 75 cents an hour in Zone I and 70 cents in Zone II. The minimum for skilled employees and machine operators is \$1.30 an hour in Zone I and \$1.20 in Zone II.

Overtime and the Three-Hour Minimum: As formerly, the order stipulates that every employee in a sawmill or woodworking plant who is called to work less than the regular working day must receive at least three hours wages at the applicable minimum rate, unless he refuses to do the work required of him.

Every employee with a regular work week must be paid time and one-half the minimum for overtime work. Under the earlier order, employees paid on a fixed weekly basis who received \$65 or more a week in Zone I or \$60 in Zone II were not entitled to overtime.

Deductions: Deductions from the minimum wage are again prohibited unless imposed by an Act or court order, except that an employer may now charge for articles purchased at a company store, provided a price list is posted in the store or offices of the employer. If board is provided, the maximum charge remains \$1.65 a day or 55 cents a meal.

Weekly Rest and Vacations: The weekly rest provision is similar to that in other Quebec minimum wage orders, stating that all employees in sawmills and woodworking plants must be given a weekly rest of 24 consecutive hours or two periods of 18 hours each. Employees are also entitled to the vacation benefits provided in the general vacation order.

Records, Earnings Statements: The general provisions requiring employers to keep records, to provide employees with earnings statements every pay day, to post orders and to submit reports to the Commission upon request, are similar to those in other orders. The only difference is that employers are now obliged to record particulars of hours

worked for all employees regardless of wage levels, because, as indicated above, all employees with a regular work week are now entitled to overtime. Under the previous order, an employer was not obliged to record hours worked by employees paid on a fixed wage basis and who earned \$65 a week or more in Zone I or \$60 in Zone II.

Order No. 41, 1963—Municipal and School Corporations

The sections of the order for municipal and school corporations, setting a minimum weekly wage for caretakers continuously supervising the employer's establishment and who were provided with free quarters on the premises, which had previously been suspended, have been repealed by O.C. 1002, gazetted June 29. The result is that such employees are now subject to the general minimum of 90 cents an hour.

Order No. 3, 1962—Vacations With Pay

An amendment to the general vacation order requires employers to give employees their vacation within one year from date of entitlement (May 1). Originally one year, the period within which a vacation must be given was changed to six months when the order was revised last July (L.G., Sept. 1962, p. 1056).

Labour Day Messages

(Continued from page 680)

advancements that are taking place in this rapidly changing world. We look to the future for the rewards of these new developments.

The numerous economic and social problems created by these changes can and will be solved, provided labour, management and Government establish and maintain a proper climate to deal with these matters.

With the implications of the rail line abandonments the railway workers of Canada seek a comprehensive approach through some form of regulatory body having sufficient latitudinal powers of investigation and study in order to determine what is best for our transportation industry.

With the welfare of all workers as its prime object, labour will continue to make its contribution toward stability, prosperity and happiness.

It is with these thoughts in mind that we approach another Labour Day, looking forward toward the achievement of peace and full employment.

This can all be accomplished through the joint efforts of all segments of society, displaying their sincere co-operation during future years.

Another amendment excluded commission salesmen who work for two or more employers at one time.

The section fixing the vacation indemnity for commission salesmen who are entitled to vacation benefits was also clarified. It now states that commission salesmen who have worked three months or more for one employer are entitled to a vacation indemnity of two per cent of net earnings after expenses for services or sales have been deducted. As before, the amount deducted for expenses may not exceed one third of the total commission received, and the vacation indemnity may not exceed 2 per cent of \$1,000 of commission per month or \$12,000 for 12 months.

The amending order (O.C. 1002), was gazetted June 29 to take effect from date of publication.

Quebec Workmen's Compensation Act

In Quebec, the schedule of industrial diseases under the Workmen's Compensation Act has been re-issued with a few changes in the descriptions. The new regulations were approved by O.C. 853 on May 22 and gazetted June 8 to take effect from date of publication.

South Africa Excluded from ILO

(Continued from page 690)

In its second resolution, the Governing Body invited the Director-General, accompanied by a tripartite delegation of the Governing Body, to meet the Secretary-General of the United Nations. The purpose of the contemplated meeting was:

—to acquaint the Secretary-General of the grave concern expressed in the Conference and Governing Body on the subject of *apartheid*, and

—to seek jointly a solution appropriate to each organization of the problem posed by membership of South Africa so long as that country continued its present policy.

This resolution was adopted by a vote of 42 to 0 with 3 abstentions.

Acting on nominations made by each of the three groups, the Governing Body elected a delegation of ten members and three substitutes to accompany the ILO Director-General when he met the Secretary-General of the United Nations. Kalmen Kaplansky of Canada was a worker member and T. H. Robinson of Canada was a substitute employer member.

Monthly Report on Operation of the Unemployment Insurance Act

*Claimants for unemployment insurance benefit number 270,900 on May 31, up slightly from 263,900 at end of May last year**

Claimants for unemployment insurance benefit numbered 270,900 on May 31, in comparison with 263,900 a year earlier.

On April 30, the total was 565,900, but this comprised 378,800 regular and 187,100 seasonal benefit claimants. The seasonal benefit period, however, ended on May 18. And whereas the total on May 31 represents claimants for regular benefit only, the April figure included seasonal benefit claimants.

About 50 per cent of the claimants on May 31 had been on claim continuously for less than eight weeks, one third began to claim during the month, and about 10 per cent had been on claim continuously for more than half a year.

Initial and Renewal Claims

Initial and renewal claims filed in May numbered 122,900. This was 30 per cent less than the 175,600 filed in April, and about 11 per cent below the 138,400 filed in May 1962.

Part of the decline in numbers during May can be ascribed to the termination of seasonal benefit on May 18 since, in the main, regular claims that were exhausted after May 11 were not considered under the seasonal benefit provisions.

Of the 86,000 initial claims filed during May, 34,000, or 40 per cent, were transitional claims. During April, 57,000, or 45 per cent of the 125,000 initial claims, were thus classified.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in May was estimated at 387,600 compared with 582,000 in April and 430,300 in May 1962.

Payments during the month amounted to \$41,100,000, compared with \$57,600,000 in April and \$45,400,000 in May 1962. Part of the decline during May is explained by

the termination of seasonal benefit on May 18.*

Insurance Registrations

Insurance books or contribution cards have been issued to 3,440,294 employees who have made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1963.

On May 31, registered employers numbered 337,811, an increase of 893 since April 30.

Enforcement Statistics

During May, 13,497 investigations were conducted by enforcement officers across Canada. Of these 9,109 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 259 were miscellaneous investigations. The remaining 4,129 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 276 cases, 86 against employers and 190 against claimants.† Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 2,051.‡

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in May totalled \$27,340,-190.23,‡ compared with \$24,514,983.07 in April‡ and \$26,564,030.77 in May 1962.

Benefits paid in May totalled \$41,146,-623.27,‡ compared with \$57,583,099.96‡ in April and \$45,409,413.89 in May 1962.

The *debit* balance of the Fund on May 31 was \$37,181,721.58;‡ on April 30 there was a *debit* balance of \$23,002,-673.71‡ and on May 31, 1962 there was a

*In respect of unemployment that occurred before and during the week of May 12-18, however, seasonal benefit payments were made as usual during the week of May 19-25, and residual payments will continue to be made until all cases are cleared.

†These do not necessarily relate to the investigations conducted during this period.

‡Figures for April and May this year are interim figures and are subject to revision.

*See Tables E-1 to E-5, page 700.

credit balance of \$19,851,162.75. The deficit in April and May this year was covered by loans from the Minister of Finance.

Seasonal Benefit

Between 40 and 45 per cent of the initial claims processed from the end of November 1962 to June 1, 1963 were considered under the seasonal benefit provisions, in comparison with a little more than 5 per cent in the previous year.

The number of claims established under these provisions was about 363,000 for the period December 1962-May 1963, which was almost 30,000 fewer than the 391,000 established in the previous year. The decline compared with last year occurred among persons qualifying for non-fishing

seasonal benefit, the number eligible for fishing benefit having increased slightly.

The average number of seasonal benefit claimants reported on claim at the end of each of the five months December to April was 168,000. The highest total for fishermen was at the end of February, after which exhaustion of benefit resulted in a decline. In the case of non-fishing claimants, however, exhaustion of seasonal benefit was offset by additional seasonal benefit cases, and the peak for these cases was at the end of March.

According to a preliminary estimate, during the season just ended some \$86,000,000 was paid under the seasonal provisions compared with \$88,900,000 known to have been paid during the 1961-62 period.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

Monthly Report on Placement Operations of the National Employment Service

Vacancies notified to National Employment Offices during June totalled some 131,000, a decrease of 6.9 per cent from the total during the same month last year. The decrease was entirely confined to vacancies for men, which, at 81,000, were 12.1 per cent fewer than a year ago. Vacancies for women increased by 2.9 per cent.

Total vacancies notified during the first six months of 1963 amounted to some 654,400, less than the total during last year's first six months 711,000, but higher than in any previous year since 1956.

Placements effected through National Employment Offices during June amounted to some 111,200, a decrease of 11.4 per cent from the total for June last year. As with vacancies, the decrease was entirely among men. The male placements total, some 70,900, was a decrease of 17.8 per cent from the total a year ago. Placements of women increased by 2.7 per cent to a total of 40,300.

Regionally, June placements, with percentage changes from last year, were as follows:

Atlantic	6,500	-22.9
Quebec	26,300	-20.0
Ontario	33,400	-24.0
Prairie	17,900	-30.7
Pacific	27,000	+89.7

The large increase in the Pacific Region was primarily the result of an earlier agricultural season than last year; a large number of female casual placements were effected earlier than usual. This fact was also a major influence in the over-all increase in female placements. July placements should reflect a corresponding decrease, as the effects of seasonal shifts are balanced out.

Some 5,400, or 4.8 per cent of the placements effected during June involved the movement of workers from one local office area to another, a much smaller proportion than in June 1962.

Total placements effected during the first six months of 1963 were 523,400, 11.6 per cent lower than the number during the same period in 1962 but higher than in the first half of any previous year since 1945.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2165, May 27, 1963

Summary of the Main Facts: The claimant filed a renewal application for benefit at the Toronto local office of the Unemployment Insurance Commission on November 15, 1962, and was registered for employment as a sewing-machine operator. Her application stated she had worked as a sewing-machine operator for the E—, Toronto, at a wage of \$60.00 a week (piece work) from September 20, 1962, to November 9, 1962, when she became separated from this employment for the following reason:

Laid off, lack of work, waiting to return to this shop. I expect to be recalled the 1st week of December '62. I have worked here approximately six years during the seasons; if I take another job as an operator, I will lose my job with this company.

A statement signed by the claimant in the local office on November 15 reads:

I am laid off for about two or three weeks, then I don't see why I should take any other work, in case my own boss needs me in some time before we start again.

In the confirmation of separation (Form UIC 479), the employer, on November 20, 1962, stated: "Temporary, no work."

The insurance officer disqualified the claimant and suspended benefit from November 11 on the ground that she had failed to prove she was available for work as required by Section 54(2)(a) of the Act, because she had stated that she did not want work other than with her former employer.

The claimant appealed to a board of referees in a letter dated November 29, 1962, wherein she stated: "I have been disqualified from benefit because my answer was construed to be that I was not available for employment . . ."

A board of referees heard the case in Toronto on December 21, 1962. The unanimous decision of the board reads:

The Board was attended by the claimant and [her union representative] . . . the claimant would lose seniority and financial rights that have accrued over the years if she were to take another job as an operator and not be available should her previous employer require her for anywhere from five minutes to eight hours, on any particular day of the layoff.

. . . Nine of the claimant's co-workers, who had made application for benefit to different offices of the Commission on the same set of facts, were receiving benefits under the Act.

. . . We are agreed that the claimant has not proved that she was available for work on 11 November, 1962, and subsequently. The evidence clearly shows that the claimant re-

stricts her services to her previous employer and accordingly is clearly not available for work, in general, as required by the Act.

We strongly suggest that this matter be appealed to the Umpire in order that the peculiar situation that exists in the garment industry can be clarified as very little protection is offered to that industry under layoff circumstances.

. . . The claimant's appeal is dismissed and the disqualification imposed by the insurance officer is upheld.

The union of which the claimant is a member appealed to the Umpire:

. . . The claimant has worked at E— as an operator doing section work. Due to a shortage of cloth, and the changeover from fall to spring garments, the operators were laid off early in November. The employer told the operators that the layoff was temporary, and that he might need them in a week or two, subject to repeat orders or the arrival of a shipment of cloth that was holding up production.

When [claimant] made application for benefit, the interviewer asked if she would take other employment; the claimant explained that she was to be called back to E— and could not take other work without losing her seniority and union benefits . . .

The interviewer made no effort to explain to the claimant the necessity of being available; instead, she told [claimant] that she would send her anywhere she wished. The interviewer further stated that she had made arrangements with the union representative, and he had stated [claimant] would have to comply. [Claimant] suggested that the interviewer call the union office, and if the representative agreed, she would accept other employment. This request was ignored by the interviewer, who flatly refused to hear any reason the claimant had for wishing to protect her benefits under her union contract.

The interviewer asked [claimant] if she had ever worked at H— or M—, both of which are under contract to our union, and at the time, both companies had employees receiving unemployment insurance due to layoff. This, the writer suggests, was trickery being used by the interviewer in an effort to have the claimant disqualified. Should either one of these companies need operators, it would be obliged by its agreement to call the union office before hiring. We had no such call during the month of November, and no working cards were issued to new employees.

During the month of November, to my knowledge there were 11 employees of E— [who] applied for benefit; some of them went to other offices of the Commission and were asked if theirs was a temporary layoff, and when they advised that it was, were granted benefit. Others went to R— Street and were not questioned when they stated they were on temporary layoff. In all, eight of the applicants were granted benefits. The other three had the misfortune to be interviewed by the same person and were denied benefit by trickery . . .

... [All of these applicants] expressed their desire to return to their former employer, so that they might maintain their benefits under their agreement . . . they would be denied welfare benefits by working for an employer who was not a participant in the [union's] welfare plan, and should their employer call them . . . and [if] they were not available, they would be taken back as new employees, thus losing their seniority [and benefits] . . .

We submit that there was no intention on the part of [claimant] to refuse to be available for employment, but to endeavour to keep the wages and conditions that the union had earned for her over many years. Further, that the claimant was being deprived under Section 54(3)(b) of refusing employment that did not offer the terms of agreement that she had been accustomed to . . . the claimant was not separated from her employer, and had expressed a desire not to be forced into a position that would cause her to become separated and deprive her of her benefits.

There is no proof that jobs were available, and a survey of the union shops under contract to our union has proved that the only persons hired by them during the period were supplied by the union office . . . and that no applications were made to the National Employment offices for operators in the month of November or December.

In the writer's opinion, the Unemployment Insurance Act was not intended to become an instrument that would be used to raid a fair employer during a temporary layoff, nor was it designed to take from an employee her seniority, holiday pay or welfare benefits.

We respectfully request that the facts in this case be given your full consideration so that [claimant] and the other persons may not be deprived of their rights under the Act by interviewers who machine their questions to get answers that will disqualify the claimant without a reasonable hearing . . .

In regard to the appeal to the Umpire, the Employment Branch Supervisor of the local office sent a memorandum to the Insurance Branch Supervisor of the local office, dated February 13, 1963, stating that the case had been gone into thoroughly in January; no evidence had been found to justify the adverse criticism of the National Employment Service as made by the union. The conversation reported by the union had not taken place, the union representative had never been mentioned, and the claimant had not suggested that the union office be called.

The interviewer had stated she had told the claimant that temporary employment was available and had simply asked the claimant if she would accept a referral to a temporary textile job.

The memorandum also said the claimant on July 16, 1962 had been referred to M— as an operator, but had failed to report. Also, it was not uncommon to find that an applicant had actually worked at a certain firm following a referral, whereas information from the employer or applicant had been to the opposite effect. It was a matter of course, said the memorandum, to check upon this fact at the next interview,

to see if any error had been made in recording a placement, and it was for this reason, and with no thought of trickery, that the interviewer had mentioned M— to the claimant. The H— company, however, had not been discussed, according to the interviewer.

There were many requests for temporary help, and to have a constant pool of applicants available, it was the practice of the Service to ask applicants if they were willing to accept temporary work, and this question was not confined to textile workers alone. Questions that had been called "machined" were simply part of the normal process that had to be used in filling employers' requests for help, the memorandum concluded.

A statement concerning the interview that the union representative mentions in the fourth paragraph of his submission was completed by the interviewer, an employment officer in the Industrial Section, and attached to the memorandum. It reads:

[Claimant] was asked if she was available for temporary work; a 493A [Report of Possible Disqualification] was completed. It was explained to her that the 493A might stop her from being eligible for benefits, but that it was up to the Insurance Branch.

We did ask her if she had worked at M—, to check on a delayed placement, as she was referred the 16 July '62 but failed to apply for an interview. Sometimes on checking referrals, employers say [that applicants] do not report, and when applicants return after a few months, they have been employed there all the time.

We do have employers who will hire temporarily with the understanding that employees will return to their own jobs when needed.

In a statement of observations for consideration by the Umpire, the Chief of the Adjudication Division of the Unemployment Insurance Commission said:

1. According to Exhibits 1 and 2, the claimant, when filing her claim for benefit, indicated that she was waiting to return to her former employer . . . to whom she expected to be recalled in approximately three weeks. She further indicated that she did not want to take a temporary job elsewhere in the meantime.

2. As the claimant's statement constitutes a clear admission that she did not wish to work during the period of her layoff, it is submitted that she has failed to prove that she was available for work as required by Section 54 (2) (a) of the Act during that period. This case is similar to that of CUB-2054, which had not been published at the time of the board's decision in the present case.

3. It is respectfully submitted that the unanimous decision of the board of referees should be upheld and the union's appeal be dismissed.

Considerations and Conclusions: To be considered available for work for the purposes of the Act, a claimant must show that he is ready and willing to accept suitable

employment without attaching undue restrictions to his employability. Furthermore, availability for work is a day-by-day proposition. In fact, Section 54 (2) (a) of the Act reads:

An insured person is disqualified from receiving benefit *in respect of every day* for which he fails to prove that he was (a) capable of and available for work . . . (italics added).

According to the established jurisprudence, the mere fact that a claimant has a definite engagement to start work at some future date (e.g., in two or three weeks time), does not mean that he is not available for work if he is ready and willing to accept short engagements in the meantime.

In the present case, the claimant's statement is clearly to the effect that she was neither ready nor willing to do so, and the reason she gave to justify her attitude, viz., "in case my own boss needs me in some time before we start again," cannot, in the absence of definite evidence that she had in the past been recalled by her employer on extremely short notices, be regarded as anything but a most problematical occurrence which does not amount to a definite engagement to start work in the near future.

In view of the foregoing, I consider that the claimant has failed to prove that she was available for work on the days comprising the period in question and decide to dismiss the union's appeal.

Decision CUB 2168, May 27, 1963

Summary of the Main Facts: The claimant, 73 years of age, filed an initial application for benefit at the . . . local office of the Unemployment Insurance Commission on November 27, 1962, and was registered for employment as a price clerk. He had worked for W— Limited, a plumbing and heating firm, from 1959 to July 29, 1961. He followed the occupation of price clerk, and his rate of pay was \$60 a week. In regard to his separation from the said employment, he stated:

Laid off—hired a younger man. I have been unemployed since 29 July 1961, except for a few days in November when the bookkeeper at W— Limited was sick. Claim expired July 1962. Capable and available for part-time work—approximately 5 hours per day.

On November 29, 1962, the local office wrote to the claimant, requesting him to state the hours he was available for work. His undated reply reads: "Afternoon hours are preferred 1 to 6."

The local office forwarded the file to the insurance officer with the following comment: "There are jobs like this at times, but it is very unlikely he could be placed by local office due to his age, unless someone was just looking for a part-time man."

The insurance officer disqualified the claimant and suspended benefit from November 25, 1962, on the ground that he was not available for work in that he was unduly restricting the hours of employment that he was willing to accept (Section 54 (2) (a) of the Act). The insurance officer notified the claimant of this disqualification by letter dated December 5, 1962.

The claimant appealed to a board of referees on December 12, and said:

I have no objections to working full time, in reply to your letter dated 5 Dec. 1962. I stated that I would prefer to work from 1 to 6 p.m., but because this is what I would like, it does not mean I am not available for full-time work. I hope you will reconsider my claim for benefit and allow my claim. I thought I would receive special consideration due to my age, and that was the reason for preferring the above hours, but I am available for full-time work. I am in good physical health and feel capable of performing work in my registered occupation.

The interviewing officer commented that the claimant, who was 73 years of age, appeared to be much younger, and to be in good health and capable of a full day's work; however, he had not reported to the Employment Division since November 27, 1962.

On December 13, the local office wrote to the claimant, suggesting that he report to the placement officer regarding his statement that he was now capable of full-time employment.

The claimant attended at the local office and made the following statement, dated December 14: "I am capable and willing to take full-time employment in my occupation as price clerk, or any work that I am capable of doing."

The placement officer commented that, in his opinion, the claimant appeared to be capable and willing to accept full-time employment, and that he had not been re-registered, as it was considered he could perform the work of a price clerk full time.

In the "Submission to Board of Referees" (Form 571A), the insurance officer, in a memorandum to the board, stated:

Although the claimant now states he would be willing to accept full-time employment, the insurance officer has decided to make no change in the decision rendered, as it is considered that this statement, made after disqualification, is less credible than the original statement made by the claimant at the time he filed his claim. The claimant has been unemployed for approximately 16 months, and there is no indication that he has made satisfactory efforts to secure employment during this lengthy period. In fact, the statement . . . that he thought he would receive special consideration due to his age, would indicate that he had not been making personal efforts to secure full-time suitable employment.

The majority decision of the board of referees, which heard the case on January 10, 1963, reads:

... The claimant was present at the hearing. He stated that he was willing to work but prefers part-time work because of his age. He has not looked for employment other than with his previous employer... His work had been estimating the cost of plumbing and steam fitting projects...

The board believes that the claimant is willing to work. We find, however, that the claimant is not available for work in the sense that he is not capable, because of his age, to do cost estimating with the speed and accuracy required by today's plumbing industry...

It is the majority decision of the board that the insurance officer's decision be upheld, and the appeal is thereby dismissed.

The dissenting member of the board of referees stated:

The claimant seemed to be under the impression he might be given special consideration due to his age, this being the reason for making the statement preferring part-time hours. However, since the placement officer commented that claimant appeared capable and willing to accept full-time employment as a price-clerk, I am of the opinion the claim should be allowed as of 14 December 1962.

The claimant appealed to the Umpire on February 28. He said that when he had suggested a preference for afternoon hours 1 to 6, he thought it would naturally be understood that, if work for such hours was not available, it should not disqualify him,

The umpire under the AFL-CIO Internal Disputes Plan (L.G. 1962, p. 38) has ruled in the dispute between the United Auto Workers and the International Association of Machinists concerning jurisdiction over employees of an Ontario aircraft company that the UAW had violated an article of the plan.

The dispute arose when the Avro Aircraft and the Canadian Applied Research Divisions of Hawker Siddeley (Canada) Ltd. were sold to The de Havilland Aircraft of Canada, Limited, in 1962. The IAM was bargaining agent for employees of Avro and CAR, at Malton, and the UAW for employees of de Havilland, at Downsview.

When the sale took place, the UAW arranged with de Havilland to extend their collective agreement to cover the employees of the newly acquired plant.

The IAM immediately took a series of steps: it applied to the courts for an injunction to restrain de Havilland and the UAW from enforcing the UAW's union shop provision; it applied to the Ontario Labour Relations Board for certification as bargaining agent for the employees at the Malton plant; it invoked the IAM-UAW no-raiding agreement; it registered a complaint with the Canadian Labour Congress, requesting that the CLC no-raiding procedures be put

and that this approach had not the slightest resemblance to a refusal to work. The appeal board had admitted he was willing to work, and he had also communicated with his previous employer, in person and by telephone. He said the insurance officer had lost all sense of justice as shown by his own remarks, and submitted that the summation had been unfair.

Considerations and Conclusions: It is apparent from the record that the claimant has failed to show that he was available for work as from November 25, 1962, not because the statement made by him after the disqualification is less credible, nor because he is not capable of working with speed and accuracy, but because suitable employment could not be secured by him, either through his own efforts or those of the local office, during the very lengthy period of his unemployment.

This, particularly in the absence of proof to the contrary, constitutes, in my view, satisfactory evidence that no work of the kind to which the claimant restricted himself existed for a person in his circumstances in the labour market of the geographical area where he was prepared to work.

I consequently decide that the claimant has not proved that he was available for work during the period in question.

The claimant's appeal is dismissed.

in motion; and it filed a complaint under the AFL-CIO Internal Disputes Plan.

The court application was dismissed, with the UAW and the employer stipulating that IAM members at Malton would not be compelled to join the UAW while the matter was under consideration by the OLRB. The IAM withdrew its complaint to the CLC after the UAW had complained that it was being subjected to double jeopardy and, perhaps, to inconsistent determinations under the CLC and the AFL-CIO plans. The OLRB dismissed the IAM application. Proceedings under the UAW-IAM agreement were exhausted.

Under Ontario law, when a plant is sold, existing representation rights are nullified. But under the AFL-CIO plan an established collective bargaining relationship is not necessarily destroyed by a sale of a plant. "It is clear," the umpire said, "that the situation at Malton at the time of the sale constituted both an established bargaining relationship and an established work relationship in favour of the IAM."

The extension of the de Havilland-UAW agreement at Downsview to cover the plant at Malton constituted a violation of the Internal Disputes Plan because of the established work relationship with the IAM, the umpire ruled.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during June

Works of Construction, Remodelling, Repair or Demolition

During June the Department of Labour prepared 240 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and for certain services. In the same period, a total of 158 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 153 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and Defence Construction (1951) Ltd. and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available, on request, to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in June for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	154	\$688,212.00
Post Office	5	73,361.85
Transport	2	9,698.80

Wage Claims Received and Payments Made during June

During June the sum of \$9,696.82 was collected from 5 contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 206 workers concerned.

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts Containing Fair Wage Schedules Awarded during June

Department of Agriculture

Brandon Man: Jaska Construction Ltd, construction of Silos & paving of yard, experimental Farm. *near Outlook Sask:* McNamara Construction Western Ltd, construction of embankment, Stage 4, South Saskatchewan River Dam (Contract No 31).

Atomic Energy of Canada Limited

Chalk River Ont: Irving-Harding Ltd, repairs to roof, Bldg 412, Nuclear Laboratories; Ottawa Building & Maintenance Co Reg, cleaning & painting of Bldgs 420 & 100 & 100 Annex. *Deep River Ont:* John Kovaks, exterior painting of houses. *Pinawa Man:* Nelson River Construction Ltd, construction of buried piping, cable ducts, roads & landscaping, Whiteshell NRE; Malcom Construction Co Ltd, construction of bldg, WR-1 Reactor, Whiteshell NRE.

Central Mortgage and Housing Corporation

Amos Que: Dominion Landscapers Ltd, site improvement & planting. *Sept-Iles Que:* Conniston Construction Co Ltd, site improvement, site works, planting, paving for 100 rental units (Les Habitations Basques). *Ville St Laurent Que:* S J Lewin Co Inc, repairs to heating system, Park Royal Project. *New Westminster B C:* Best Electric, installation of refrigerators, Glenview Apts.

In addition, this Corporation awarded eight contracts containing the General Fair Wages Clause.

Department of Citizenship and Immigration

Fisher River Indian Agency Man: Walter Bergman Ltd, construction of two-classroom addition & staff residence, IDS, Peguis Central. *Norway House Indian Agency Man:* Gertz Construction Ltd, construction of two schools, two teachers' residences, diesel electric power plant & distribution system, Poplar River Reserve. *Blood Indian Agency Alta:* Tom's Construction, construction of two-classroom addition to Standoff IDS, Blood Reserve. *West Coast Indian Agency B C:* Larsen Electric, installation of electrical distribution service, Alberni IRS. *Williams Lake Indian Agency B C:* Paul Kinderwater, construction of school, staff residence & powerhouse, Stone IR No 1.

Defence Construction (1951) Limited

Summerside P E I: M F Schurman Co Ltd, construction of refueling tender garage, RCAF Station. *Cornwallis N S:* Donald J Lowe, re-roofing bldg No 7, HMCS Cornwallis. *Dartmouth N S:* Canadian Comstock Co Ltd, replacement of valves & expansion joints in steam distribution system, RCNAS Shearwater. *Greenwood N S:* Emmerson-Killam Construction Ltd, construction of refueling tender garage, RCAF Station; Malach Roofing & Flooring Ltd, replacement of roofing, hangar 10, RCAF Station. *Halifax N S:* Steen Mechanical Contractors Ltd, extension to steam distribution system & replacement of valves & expansion joints, HMC Dockyard. *Sydney N S:* Ashfield Construction Co Ltd, sanitary sewer connection to City of Sydney sewer system, RCAF Station. *Chatham N B:* Conniston Construction Co Ltd, grading & seeding of areas adjoining runway & taxiways, RCAF Station; Coronet Paving Ltd, repairs to taxistrip, RCAF Station. *Camp Gagetown N B:* Simpson Construction Ltd, construction of training bldg & butler bldgs. *Camp Borden Ont:* Hydro-Silica Cleaning Co Ltd, sandblasting & repainting exterior of apartments. *Centralia Ont:* W A Moffat Co, re-roofing Bldg No 66, RCAF Station. *Hamilton Ont:* Linthwaite Construction Co, masonry repairs, James Street Armoury. *Kingston Ont:* Kingsport Mechanicals Ltd, installation of smoke detection & electrical fire alarm system, CASC; Ball Bros Ltd, interior renovations to 148 MDPAs. *Oakville Ont:* King Paving & Materials Ltd, rebuilding PMQ area roads, Surrey Park. *Rockcliffe Ont:* L Zuccarini

General Contractors Ltd, alterations & installation of air conditioning for film storage vaults, RCAF Station. *Winnipeg Man*: G J Foley Construction Co Ltd, construction of water main. *Moose Jaw Sask*: North West Electric Co Ltd, installation of aerodrome lighting, RCAF Station. *Cold Lake Alta*: Norman Nilsen Construction Ltd, construction of MSE vehicle storage bldg, RCAF Station; Thode Construction Ltd, repair & resurfacing of taxiways. *Sarcee Alta*: Bird Construction Co Ltd, construction of QM & Technical Stores Bldg A-12, Camp. *near Fort Nelson B C*: O A Decocraft Painters, repainting of Muskwa Bridge (Alaska Highway). *Muskwa (Fort Nelson) B C*: McGregor Telephone & Power Construction Co Ltd, installation of outside fire alarm system. *Whitehorse Y T*: Dawson Construction Ltd, repair & repaving asphalt roads—Phase IV, Camp Takhini. *Various locations*: One contract was awarded in the restricted category.

In addition, Defence Construction (1951) Ltd awarded two contracts containing the General Fair Wages Clause.

Department of Defence Production

(Construction)

Summerside P E I: Inman Plumbing & Heating Ltd, replacement of feedwater heater, RCAF Station. *Dartmouth N S*: Dartmouth Asphalt Co Ltd, paving of roadway, Albro Lake, Naval Radio Station. *Debert N S*: Warren Maritimes Ltd, asphalt repairs of touch-down areas, Airfield. *Greenwood N S*: Municipal Spraying & Contracting Ltd, asphalt repairs to station roads, RCAF Station. *Halifax N S*: Jeffrey Mfg Co Ltd, replacement of coal conveyor, south central heating plant, HMC Dockyard; L G & M H Smith Ltd, construction of cribwork shore protection north of bldg D-5, HMC Dockyard; Standard Paving Maritime Ltd, modification to sewer system, RCAF Station "Gorsebrook". *Shearwater N S*: A P Green Firebrick Co Ltd, repairs to boilers, central heating plant, RCN Air Station. *Moncton N B*: Jack Bradley Ltd, supply & installation of steel pipe, Garrison; A N Clarke & Son Ltd, application of preservative to bldg No 39, No 5 Supply Depot, RCAF Station. *Quebec Que*: Tri-Bec Inc, conversion from coal to oil heating system, Covefield Bldg & Grande Allee Armouries. *Ste Therese Que*: Desjardins Asphalte Ltee, resurfacing main entrance road and repair to potholes, Bouchard Military Camp. *Centralia Ont*: Robert Chapman & Son, exterior painting of PMQs, RCAF Station. *Downsview Ont*: Disher-Farrand Ltd, resurfacing sidewalks, Stanley Green Park, RCAF Station. *Leitrim Ont*: Frost Steel & Wire Co Ltd, installation of fence. *Picton Ont*: Quinte Roofing Ltd, re-roofing of various bldgs, Camp. *Shirley Bay (Ottawa) Ont*: Bruce (EDP) Services Ltd, installation of floating floor system. *Toronto Ont*: Flehmig Engineering, repairs to concrete floors, Armoury, 87 Richmond St E. *Portage la Prairie Man*: Cobbe's Plumbing & Heating Ltd, modifications to heating & ventilating system, RX/TX Bldg, RCAF Station. *Shilo Man*: Aetna Roofing Co Ltd, roof repairs, Military Camp. *Winnipeg Man*: Tallman Paving, asphalt road repairs & replacement of concrete curbs, Fort Osborne Barracks. *Regina Sask*: Clark Roofing (Sask) Ltd, repairs to roofs on various bldgs; Wm Tomchuk, installation of attack warning sirens. *Saskatoon Sask*: H J Tubby & Son Ltd, installation of attack warning sirens. *Cold Lake Alta*: Poole Engineering (1958) Ltd, routing, cleaning & sealing cracks in runways, RCAF Station. *Comox B C*: Ed Sawchuk Contracting Co Ltd, renewal of log float, HMCS *Quadra*.

In addition, this Department awarded 73 contracts containing the General Fair Wages Clause.

(Catering Services)

Dundurn Sask: Canada Catering Co Ltd, catering at Camp. *Wainwright Alta*: Canada Catering Co Ltd, catering at Camp.

National Harbours Board

Montreal Que: Bedard-Girard Ltd, installation of centralized control system for elevator No 4 (Phase 1). *Vancouver B C*: Vancouver Pile Driving & Contracting Co Ltd, alterations & deepening of west berth, Jetty No 3.

Department of Northern Affairs and National Resources

Riding Mountain National Park Man: A W Homme Ltd, construction of workshop bldg; Maple Leaf Construction Ltd, repairs to roads & streets, Wasagaming Townsite. *Prince Albert National Park Sask*: Star Blacktop Ltd, asphalt spraying of streets & roads. *Elk Island National Park Alta*: Byrnes & Hall Construction Ltd, construction of stores bldg.

Post Office Department

This Department awarded one contract containing the General Fair Wages Clause.

Projects Assisted by Federal Loan or Grant

Burlington Ont: Russell Construction Ltd, construction of sewers, North Shore Blvd. *Chatham Ont:* The Foundation Co of Canada Ltd, construction of sewage treatment plant.

Department of Public Works

Clarenville Nfld: Avalon Construction & Engineering Ltd, construction of marine haulout & fitting-out wharf. *Portugal Cove Nfld:* H Drover & Co Ltd, wharf improvements. *L'Anse au Loup (Labr) Nfld:* Avalon Construction & Engineering Ltd, wharf repairs. *St John's Nfld:* McNamara Construction of Newfoundland Ltd, construction of seismograph vault. *Miminegash P E I:* L G & H M Smith Ltd, north pier repairs. *Parkers Cove N S:* Colin R MacDonald Ltd, wharf construction. *Pugwash N S:* A N Bayers Contracting Ltd, construction of RCMP detachment quarters. *Caraquet N B:* Comeau & Savoie Construction Ltd, installation of rubber fenders. *Chocolate Cove N B:* Fundy Contractors Ltd, wharf repairs. *Grande Aldouane N B:* Leo LeBlanc, wharf repairs. *St Martins N B:* J S Parker, wharf repairs. *St Olivier N B:* Gerard Johnson, wharf repairs. *Beauceville East Que:* Ernest Boulanger, construction of post office bldg. *Gaspe (Sandy Beach) Que:* Dimock & Albert, landing repairs & extension. *Miguasha Que:* Gaspe Construction Inc, wharf improvements. *Pointe Basse M I Que:* La Cie de Construction Arseneau, breakwater repairs. *St Vincent de Paul Que:* Secant Construction Co, reconstruction (Phase IV), Penitentiary. *Honey Harbour Ont:* Simcoe Dock & Dredging Ltd, wharf repairs. *Lac Ste Therese Ont:* Les Owens Construction Co Ltd, construction of wharf. *Millhaven Ont:* Bar-Way Marine Ltd, wharf reconstruction. *Moose Factory Ont:* North Star Plumbing Ltd, installation of electrical overhead distribution system. *Ottawa Ont:* Empire Maintenance Ltd, cleaning interior, etc, Jackson Bldg & Annex; Ottawa Iron Works Ltd, window repairs, Mortimer Bldg; Empire Maintenance Ltd, cleaning interior, etc, Citizenship Bldg; Empire Maintenance Ltd, cleaning interior, etc, Hunter Bldg; Sanco Ltd, cleaning interior, etc, Geological Bldg, 601 Booth St; Thomas Fuller Construction Co (1958) Ltd, construction of animal breeding bldg for N H & W, Tunney's Pasture; Planned Renovators Ltd, exterior redecoration, No 8 Temporary Bldg; John Shore Construction Ltd, construction of DVA records storage & NFB stills laboratory bldg. *Petawawa Ont:* Universal Electric, Division of Univex Electrical Construction & Enr Ltd, electrical & mechanical improvements & alterations, Forest Experimental Station. *Port Arthur Ont:* High & Heavy Rigging (Lakehead) Ltd, harbour improvements. *Spanish Ont:* G F Coles Construction Ltd, harbour improvements. *Stella (Amherst Island) Ont:* George Crowe Construction, wharf reconstruction. *Toronto Ont:* Taylor Bros, construction and installation of laboratory fittings, Fisheries Inspection Branch Laboratory, Dominion Public Bldg; Taymouth Industries Ltd, alterations to metal partitions, MacKenzie Bldg. *Weston Ont:* Allied Building Services (1962) Ltd, cleaning interior of federal bldg. *Wheatley Ont:* Dean Construction Co Ltd, wall reconstruction. *Boissevain Man:* Central Construction Co Ltd, paving plaza area & renovations to canopies, Customs & Immigration Terminal. *Treherne Man:* Inter-City Building Industries Ltd, construction of RCMP detachment quarters. *Melfort Sask:* H J Tubby & Son Ltd, construction of RCMP detachment quarters. *Moose Jaw Sask:* Moose Jaw Heating & Plumbing Co Ltd, installation of air cooling system, federal bldg. *Shellbrook Sask:* Carl Wendel, cleaning interior of federal bldg. *Weyburn Sask:* Weyburn Builders & Supplies Ltd, construction of RCMP detachment quarters & garage. *Banff Alta:* Bird Construction Co Ltd, construction of stores bldg for N A & N R. *Del Bonita Alta:* Getkate Construction Ltd, construction of customs highway office & residence. *Fort MacLeod Alta:* Chronik Construction Ltd, construction of RCMP detachment quarters. *Alert Bay B C:* Pacific Piledriving Co Ltd, wharf repairs. *Bella Coola B C:* E S Willson Ltd, wharf & scow grid repairs. *Field B C:* Bird Construction Co Ltd, construction of RCMP detachment quarters & garage. *Ganges B C:* McKenzie Barge & Derrick Co Ltd, harbour improvements. *Lund B C:* Fraser River Pile Driving Co Ltd, float renewal. *Mission City B C:* T W P Thompson Ltd, construction of RCMP detachment quarters. *Oliver B C:* Alexander Faulds, cleaning interior, etc, federal bldg. *Princeton B C:* Walter Wasloff, construction of RCMP detachment quarters & garage. *White Rock B C:* Greenlees Piledriving Co Ltd, float renewal. *Hay River to Pine Point N W T:* Mannix Co Ltd, construction of Development Road. *Inuvik N W T:* Byrnes & Hall Construction Ltd, construction of houses. *Tuktoyaktuk N W T:* Poole Construction Co Ltd, construction of school for Dept of Northern Affairs & National Resources.

In addition, this Department awarded 54 contracts containing the General Fair Wages Clause.

The St. Lawrence Seaway Authority

Cornwall Ont: Frost Steel & Wire Co Ltd, supply & installation of chain link fence at Canal Yards.

Department of Transport

Gander Nfld: Allied Aviation Service Co of Nfld Ltd, cleaning of Air Terminal Bldg, Airport. *Halifax N S:* Bedard Girard Ltd, improvement of floodlighting, International Airport. *Montreal Que:* Dominion Landscape Construction Ltd, maintenance of horticultural grounds & interior plantings, International Airport. *Quebec Que:* Mercury Maintenance Services Ltd, cleaning of Air Terminal Bldg, International Airport. *Roberval Que:* John F Wickenden Co Ltd, construction of Aeradio Station & services. *Sept Iles Que:* Arno Electric Reg'd, installation of identification lights, runway 28 & isolating switchgear in power house, Airport. *Kenora Ont:* Towland Construction Ltd, construction aircraft parking apron, Airport. *Malton Ont:* Starnino Construction Ltd, construction of bridge No 3 (Phase 4), Toronto International Airport. *North Bay Ont:* Bedard Girard Ltd, installation of distribution system & entrance road & carpark lighting, Airport; Roy Beattie, installation of duct & pullpit system for power & communication circuits to new air terminal bldg. *Red Lake Ont:* Wilson's Welding Co, improvement to drainage on runway 07-25, Airport. *Toronto Ont:* Swansea Construction Co Ltd, installation of sewer line under new highway at Dixon Rd-Elmbank Rd, International Airport. *Lynn Lake Man:* Whelpton Electric Ltd, installation of approach lighting, Airport. *Winnipeg Man:* Maple Leaf Construction Ltd, area improvements around field office, International Airport; J Schettler Electric Ltd, installation of lighting for aircraft parking apron, International Airport. *Fort McMurray Alta:* Huber Electric Ltd, relocating field lighting facilities & related work, Air terminal Bldg, Airport. *Abbotsford B C:* Gilpin Construction Co Ltd, extension of runway 06-24 repairs to aprons, Airport. *Port Hardy B C:* McGinnis Construction Ltd, construction of instrument landing installation, Runway 10. *Quesnel B C:* K Moore & Co Ltd, installation of water supply main, reservoir & addition to pumphouse, Airport. *Cambridge Bay N W T:* Yukon Construction Co Ltd, construction of dwelling & related work. *Fort Good Hope N W T:* McGregor Telephone & Power Construction Co Ltd, rehabilitation of electrical distribution system & related work. *Whitehorse Y T:* Yukon Construction Co Ltd, construction of ILS installation & related work.

In addition, this Department awarded 15 contracts containing the General Fair Wages Clause.

Major Settlements in First Half, 1963

(Continued from page 675)

Two new agreements were concluded by manufacturers of metal containers in Quebec and Ontario. Negotiated by the CLC-chartered locals representing employees of American Can and Continental Can, the two-year contracts provide for a total general increase of 6 cents an hour, along with substantial employee benefits improvements that were characteristic of an earlier Continental Can settlement with the Steelworkers.

Eight major agreements were negotiated by telephone companies in the Maritime and Prairie Provinces. The majority of the telephone settlements provided for wage increases in the form of percentages or ranges with base rate increases amounting to 1 to 3 cents an hour in five one-year agreements, and 10 to 13 cents an hour over two years in two contracts.

Electric power companies negotiated three major agreements during the period, all granting annual wage increases of 3 per cent. In British Columbia, the B.C. Hydro and Power Authority signed two 28-month contracts, one that increases base rates of office workers represented by the Office Employees' International Union by 8 cents an hour, and the other granting a base rate increase of 12 cents an hour for operating employees represented by the I.B.E.W. In Alberta, Calgary Power and its subsidiary, Farm Electric Services, concluded a two-year agreement with the Calgary Power Employees' Association increasing base rates by 10 cents an hour during the life of the contract.

In the service sector, 31 major collective agreements were concluded during the first half of the year. Approximately two thirds of these settlements applied to employees of municipal governments and hospitals.

(Continued on page 744)

PRICES AND THE COST OF LIVING

Consumer Price Index, July 1963

The consumer price index (1949=100) rose 0.5 per cent, from 132.8 to 133.5, between June and July. The July index was 1.9 per cent above the July 1962 index of 131.0.*

The increase during the month resulted almost entirely from a 2.2-per-cent rise in the food index. The housing, clothing, health and personal care, and recreation and reading indexes were all down; the transportation, and tobacco and alcohol indexes were up 0.3 per cent.

The food index rose 2.2 per cent from 129.7 to 132.5. The rise reflected substantial price increases for beef, pork, veal, chicken and most fresh vegetables. Higher prices also were reported for bakery products, eggs, lamb, turkey, canned fruits and juices, grapefruit, soft drinks, chocolate bars, jam and evaporated milk.

Sugar prices declined moderately, the first decrease since prices started to rise in December 1962. Prices were lower also for powdered skim milk, oranges, bananas, strawberries and canned vegetables.

The housing index decreased 0.1 per cent, from 136.0 to 135.9. A decline in the household operation component offset a rise in the shelter component. In household operation, higher prices for appliances, furniture, floor coverings, utensils and equipment, and household services were more than balanced by a decline in the fuel index. This decline reflected a downward adjustment in domestic fuel oil prices to take into account the value of oil heating service contracts now offered free when oil is purchased. In shelter, both the rent and home-ownership indexes were at higher levels.

The clothing index declined 0.3 per cent, from 116.0 to 115.7, as lower prices occurred for men's, women's and children's wear and piece goods. Footwear prices were fractionally higher.

The transportation index rose 0.3 per cent, from 140.3 to 140.7, as new car prices showed strength in the late stages of the 1963 model year and gasoline prices were higher.

The health and personal care index declined 0.1 per cent, from 162.7 to 162.6. Minor price decreases occurred in the personal care component.

The recreation and reading index decreased 0.3 per cent, from 149.3 to 148.8. The reading component was unchanged but

lower prices for bicycles, phonograph records, radios and portable television sets moved the recreation component.

The tobacco and alcohol index rose 0.3 per cent, from 117.8 to 118.2, as a result of the new Manitoba taxes on cigarettes and tobacco.

Group indexes in July 1962 were: food 127.0, housing 135.1, clothing 112.9, transportation 140.7, health and personal care 158.4, recreation and reading 147.8, tobacco and alcohol 117.9.

City Consumer Price Indexes, June 1963

Between May and June, consumer price indexes (1949=100) rose in all 10 regional cities.* Increases ranged from 0.2 per cent in Vancouver to 0.6 per cent in St. John's and Saint John.

Food indexes rose in all cities, from 1.0 per cent in Vancouver to 2.0 per cent in Ottawa. Housing indexes were higher in five cities, lower in three and unchanged in the other two. Indexes for clothing were up in all 10 cities. Transportation indexes registered increases in four cities, declines in four and showed no change in the remaining two. In the health and personal care component, four cities had higher indexes, four were unchanged and two declined slightly. Recreation and reading indexes were up in six cities, unchanged in three and down in one. There was no change in any of the tobacco and alcohol indexes.

Point changes between May and June in regional consumer price indexes were: Saint John +0.8 to 134.1; St. John's +0.7 to 120.0†; Halifax +0.7 to 132.0; Montreal +0.7 to 132.8; Ottawa +0.7 to 133.8; Winnipeg +0.7 to 130.1; Saskatoon-Regina +0.6 to 128.4; Edmonton-Calgary +0.5 to 127.6; Toronto +0.4 to 134.6; Vancouver +0.3 to 131.8.

Wholesale Price Index, June 1963

Canada's general wholesale index (1935-39=100) rose 0.6 per cent in June to 245.8 from 244.4 in May. The June index was up 2.3 per cent from last year's June index of 240.3.

Between May and June, six of the eight major groups increased, one decreased and one remained unchanged.

* See Table F-1 p. 765.

* See Table F-2, p. 765.

† On base June 1951=100.

The animal products group index was 257.5 in June, up 2.0 per cent from the May index of 252.4. The vegetable products group index rose 0.9 per cent to 232.0 from 230.0, the wood products group index 0.2 per cent to 323.2 from 322.5, and the non-metallic minerals products group index 0.2 per cent to 188.6 from 188.3. The iron products group index edged up to 253.2 from 253.1 and the non-ferrous metals products group index to 196.9 from 196.7.

The textiles products group index declined 0.5 per cent to 248.2 from 249.4.

The chemical products group index was unchanged at 190.4.

The index of Canadian farm product prices (1935-39=100) moved up 2.0 per cent, from 224.9 to 229.3, in the three-week period ended June 21. The animal products index advanced 2.8 per cent to 283.6 and the field products index rose 0.7 per cent to 175.1.

The residential building materials price index (1935-39=100) increased 1.2 per cent in June to 302.9 from 299.4 in May. On the 1949 base it moved 1.2 per cent from

131.3 to 132.9. The non-residential building materials price index (1949=100) rose 0.5 per cent, to 134.3 from 133.6.

U.S. Consumer Price Index, June 1963

The United States consumer price index (1957-59=100) reached a new record high of 106.6 between mid-May and mid-June, a rise of 0.4 per cent over the May index of 106.2. In June 1962 the index was 105.3.

A 32-per-cent increase in sugar prices and a rise of more than 3 per cent in the cost of tobacco products largely accounted for the record high in June. Pork, apples, grapefruit and frozen and canned orange juice also rose in price. The home ownership component advanced 0.2 per cent.

British Index of Retail Prices, May 1963

The British index of retail prices (Jan. 16, 1962=100) declined nearly 0.1 per cent from 104.0 at mid-April to 103.9 at mid-May. At mid-May 1962 it was 102.2. The food group index dropped from 106.5 to 106.4. Seasonal reductions in coal lowered the fuel and light index to 103.2 from 106.8.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed

List No. 178

Automation

1. AMERICAN ASSEMBLY. *Automation and Technological Change*. Edited by John T. Dunlop. Englewood Cliffs, N.J., Prentice-Hall, 1962. Pp. 184.

Partial Contents: The Impact of Technology: the Historic Debate, by Robert L. Heilbroner. Educational and Social Consequences, by Lee A. DuBridge. Psychological and Organizational Impacts, by Floyd C. Mann. Managerial Decisions, by Melvin Anshen. Collective Bargaining, by George W. Taylor. Employment, by Ewan Clague and Leon Greenberg. The Technology behind Productivity, by Francis Bello.

2. HARDIN, EINAR. *Automation, Education and the Shorter Work-Week*. East Lansing, School of Labor and Industrial Relations, Michigan State University, 1962. Pp. 98-119.

3. MATTHOFER, H. *Technological Change in the Metal Industries; a Survey of U.S. Technical Literature*. Paris, Organization for Economic Co-operation and Development, 1962. Pp. 120.

Contents: Automation: Only One Aspect of Technological Change in the Metal Industries. Working with New Materials. New Metal Forming Techniques. Working in New Environments. Research on Machining and Properties and Structure of Metals.

4. PHILIPSON, MORRIS H., Ed. *Automation: Implications for the Future*. New York, Vintage Books, 1962. Pp. 456. Paperback edition.

Partial Contents: The Challenge of "Industrial Revolution II," by Arthur J. Goldberg. Some Moral and Technical Consequences of Automation, by Norbert Wiener. The Promise of Automation, by Peter F. Drucker. Labor Relations and Employment Aspects after Ten Years [1962], by Everett M. Kassalow. Government by Computers? By David Bergamini. Leisure and Work, by Paul Goodman.

Economic Conditions

5. CONFERENCE ON FISCAL AND MONETARY POLICY, WASHINGTON, D.C., 1962. *Fiscal and Monetary Policy; Proceedings of a Conference sponsored by the President's Advisory Committee on Labor-Management Policy, November 14 and 15, 1962, Washington, D.C.* Washington, GPO, 1963. Pp. 108.

Contains (1) addresses by Walter M. Heller, Chairman of the Council of Economic Advisers; Willard Wirtz, Secretary of Labor; Douglas Dillon, Secretary of the Treasury; (2) a summation of round-table discussions; and (3) background papers on Recent Performance and the Present Outlook of the Economy, A Description of Four Budget Concepts, Fiscal Policy, and Monetary Policy.

6. INTERNATIONAL ECONOMIC ASSOCIATION. *Economic Development; the Second Congress of the International Economic Association held in Vienna from 30th August to 6th September, 1962. Reports of the Section Chairmen at the Final Plenary Session on Thursday, 6th September.* Paris, 1962. Pp. 19.

(The complete proceedings of this conference are to be published by Macmillan (London) and St. Martin's Press (New York) in 1964, according to notice received by Library, Department of Labour.)

7. MANITOBA. COMMITTEE ON MANITOBA'S ECONOMIC FUTURE. *Manitoba, 1962-1975; Report to the Government of Manitoba.* Winnipeg, 1963. 1 volume (various pages). J. R. McMillan, Chairman.

The Committee on Manitoba's Economic Future, consisting of 42 Manitoba citizens, was set up "to study and investigate measures proposed for promoting and accelerating the growth and development of the economy of the Province or any sector thereof and for providing additional employment opportunities for the growing labour force in the Province" and to report on and make recommendations on their findings.

8. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Business Outlook, 1963; a Discussion by the Conference Board Economic Forum and Guests held at . . . New York City, November 29, 1962.* New York, c1962. Pp. 111.

Some of the topics discussed in a business forecast for 1963 were cyclical indicators, consumption, investment in plant, equipment, and inventories, government spending, agriculture, balance of payments, finance, securities, and prices and wages.

Education

9. BURCHILL, GEORGE W. *Work-Study Programs for Alienated Youth, a Casebook.* Chicago, Science Research Associates, 1962. Pp. 286.

Describes ways in which "eight [U.S.] public school systems and one group of private individuals are combining classroom experience and job experience for certain youngsters to prevent them from becoming alienated from their society."

10. CANADIAN CONFERENCE ON EDUCATION. 2ND, MONTREAL, 1962. *The Second Canadian Conference on Education; a Report.* Edited by Fred W. Price. Toronto, University of Toronto Press, 1962. Pp. 409.

Some of the topics discussed: The professional status of teachers; the development of student potential; new developments in society; financing education; continuing education; science and mathematics in secondary schools;

television as a teaching aid; programmed learning; and research in education.

11. WORLD CONFEDERATION OF ORGANIZATIONS OF THE TEACHING PROFESSION. *Education in a Technical Age; a Study developed by WCOTP Member Organizations and presented to the 11th Assembly of Delegates, Stockholm, 1962.* Washington, 1962. Pp. 130.

Member organizations of the WCOTP were asked to complete a questionnaire. This report is based on their answers.

Education, Vocational

12. GREAT BRITAIN. MINISTRY OF LABOUR. *Industrial Training: Government Proposals.* London, HMSO, 1962. Pp. [6].

Makes proposals that the British Government hopes will strengthen and improve the partnership between industry, the Government and education authorities in the provision of industrial training. The Minister of Labour proposes, among other things, that he be given statutory power to set up boards that would be responsible for all aspects of training in individual industries.

13. JONES, WALTER BENTON. *Vocational Teacher Education and Certification*, by Walter B. Jones and Harry C. Thayer. Paris, Organization for Economic Co-operation and Development, 1962. Pp. 79.

14. U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE. *Report to the Congress on Training Activities under the Manpower Development and Training Act.* Washington, GPO, 1963. Pp. 63, 24.

"A report and evaluation of trainees and training programs including the results of the vocational training survey, and a summary of the 1963 legislative proposals for vocational education."

15. U.S. DEPARTMENT OF LABOR. *Report to the Congress on Research and Training Activities in Accordance with Section 309 of the Manpower Development and Training Act.* Washington, GPO, 1963. Pp. 135.

Report prepared by the U.S. Office of Manpower, Automation and Training.

A report and evaluation of research, trainees, training programs, and training activities that summarize the progress made in implementing programs under the Act during the first half year of operations, from August 1962 to February 1963.

16. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Manpower and Training: Trends, Outlook, Programs.* Washington, GPO, 1963. Pp. 26.

"This bulletin . . . reviews the background and current status of employment and unemployment in the United States, and the programs developed to help solve some of the problems faced by displaced workers as a result of recent rapid changes in the structure of the economy."

17. U.S. PRESIDENT. *Manpower Report of the President and a Report on Manpower Requirements, Resources, Utilization, and Training*, by the U.S. Dept. of Labor, trans-

mitted to the Congress, March 1963. Washington, GPO, 1963. Pp. 204.

Report of the Dept. of Labor prepared under the supervision and co-ordination of its Office of Manpower, Automation and Training.

18. VENABLES, PERCY FREDERICK RONALD. *The Smaller Firm and Technical Education*, by P. F. R. Venables and W. J. Williams. London, Max Parrish, 1961. Pp. 223.

Discusses how technical colleges can assist firms in training their employees.

Industrial Relations

19. CONFERENCE ON LABOR, NEW YORK UNIVERSITY. 15TH, 1962. *Proceedings*. Albany, Matthew Bender & Co., 1962. Pp. 419.

Some of the topics discussed in this book are the Labor-Management Reporting and Disclosure Act of 1959 and its administration, the problem of jurisdictional disputes, current issues in arbitration and arbitration law in the U.S., and pension and welfare funds.

20. INDUSTRIAL RELATIONS CONFERENCE (MICHIGAN). 8TH, MICHIGAN STATE UNIVERSITY, 1962. *The Proper Climate for Labor Relations. [Proceedings of] Eighth Annual Industrial Relations Conference, April 18-19, 1962*. Edited by Albert A. Blum. [East Lansing, School of Labor and Industrial Relations, Michigan State University, 1962?]. Pp. 103.

Conference sponsored by Institute of Labor and Industrial Relations, the University of Michigan-Wayne State University, and the Section on Labor Relations Law of the State Bar of Michigan.

Speakers representing industry, labour, government and universities discuss "such subjects as unemployment, the impact of automation, the labor relations philosophy of the Kennedy Administration, and the public interest in labor disputes."

21. INDUSTRIAL RELATIONS COUNSELORS, INC. *Behavioral Science Research in Industrial Relations. Papers presented at a Symposium conducted by Industrial Relations Counselors, Inc., held at Tarrytown, New York, April 26-27, 1962*. New York, 1962. Pp. 177.

Contents: Basic Needs and Satisfaction of Individuals. Behavior of Executives within the Organization. New Concepts in Work Group Theory. Staffing and Developing the Organization. Measurement in the Selection and Development Process. Motivation and Productivity in Industry.

22. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *The International Scene; Proceedings of the Spring Meeting, Philadelphia, Pennsylvania, May 8-9, 1962*. Madison, Wis., 1962. Pp. 479-595.

Contains talks on labour movements in Japan, Latin America, Africa, Puerto Rico, Italy, Israel, and on the International Labour Organization, etc.

Labour Laws and Legislation

23. CANADA. DEPARTMENT OF LABOUR. LEGISLATION BRANCH. *Provincial Labour Standards concerning Child Labour, Holiday, Hours of Work, Minimum Wages, Equal Pay for Equal Work, Workmen's Compensation, Fair Employment Practices and Weekly Rest-Day*. December, 1962. Ottawa, Queen's Printer, 1963. Pp. 34.

24. CANADA. DEPARTMENT OF LABOUR. LEGISLATION BRANCH. *Workmen's Compensation in Canada; a Comparison of Provincial Laws*. October 1962. Ottawa, Queen's Printer, 1963. Pp. 45.

25. GRUNFELD, CYRIL. *Trade Unions and the Individual in English Law; a Study of Recent Developments*. London, Institute of Personnel Management, 1963. Pp. 60.

26. NOVA SCOTIA. HOUSE OF ASSEMBLY. SELECT COMMITTEE ON LABOUR LEGISLATION. *Report*. March 19, 1963. Halifax, 1963. Pp. 27.

This Committee was set up to consider labour legislation in Nova Scotia and elsewhere; to receive and consider the report made by Judge A. H. McKinnon, as a Fact-Finding Body set up to examine the question of labour legislation; to hear and consider representation from interested persons and groups; and to recommend, if necessary, amendments to the Trade Union Act of Nova Scotia.

27. SLOVENKO, RALPH, Ed. *Symposium on LMRDA; the Labor-Management Reporting and Disclosure Act of 1959*. Baton Rouge, La., Claitor's Bookstore, 1961. Pp. 1259.

Besides articles on the Labor-Management Reporting and Disclosure Act of 1959, there are articles on strikes, boycotts and picketing.

Labour Organization

28. INTERNATIONAL CHEMICAL WORKERS UNION. *Proceedings of the 18th Constitutional Convention, Las Vegas, Nevada, October 15-19, 1962*. Akron, [1962?]. Pp. 404.

29. INTERNATIONAL LADIES' GARMENT WORKERS' UNION. EDUCATIONAL DEPARTMENT. *Equal Opportunity Union Made*. New York [1962?]. Pp. 71.

A brief description of some of the activities of the ILGWU.

30. TRANSPORT AND GENERAL WORKERS' UNION. *Home Study Course*. Pt. 1-6. London, 1961-1962. 6 parts.

Contents: Pt. 1. The Background of the Union. Pt. 2. The Structure and Government of the Union. Pt. 3. Union Services to the Members. Pt. 4. The Trade Groups. Pt. 5. The Industrial Function of the Union. Pt. 6. The Union and the State.

31. U.S. BUREAU OF LABOR STATISTICS. *Unaffiliated Local and Single-Employer Unions in the United States, 1961*. Washington, GPO, 1962. Pp. 8.

An examination of unaffiliated unions confined to a single employer or to a single State. This study is based on reports to the Bureau

of Labor Statistics from 1,277 such unions, and contains information on size and composition, distribution by industry, collective bargaining, and associations of independent unions.

Labouring Classes

32. GARBARINO, JOSEPH WILLIAM. *Wage Policy and Long-Term Contracts*. Washington, Brookings Institution, 1962. Pp. 145.

An examination of labour contracts that allow for adjustment of wages during the life of the contract. Special attention is given to the wage formula used in the 1948 agreement between General Motors Corporation and the United Automobile Workers.

33. INTERNATIONAL SEMINAR ON EMPLOYMENT FORECASTING TECHNIQUES, BRUSSELS, 1962. *Employment Forecasting; Final Report, International Seminar on Employment Forecasting Techniques . . . Brussels, 4th-7th June, 1962*. Paris, Organization for Economic Co-operation and Development, 1963. Pp. 112.

Contents: Employment Forecasting and Planning, by Jan Tinbergen. Long-Term Employment Forecasting, Some Problems with Special Reference to Current Organization and Methods in Sweden, by Sten-Olof Döös. Employment Forecasting in France, by Jean Fourastie. Employment Forecasting Techniques in the Netherlands, by P. deWolff.

34. PALMER, GLADYS L. *The Reluctant Job Changer; Studies in Work Attachments and Aspirations*, by Gladys L. Palmer [and others]. Philadelphia, University of Pennsylvania Press, 1962. Pp. 225.

Contents: Workers and their Jobs. Attachments to Occupation and to Company. Workers' Attitudes to Job Changing: The Effect of Private Pension Plans. Trends in the Character of Work Attachments among Philadelphia Tool-makers. Class Concepts, Aspirations, and Vertical Mobility. What keeps Men in Jobs and Occupations.

35. U.S. BUREAU OF LABOR STANDARDS. *Commuting to Farm Jobs; the Day-Haul Program, Suggested Standards and Practices*. Washington, GPO, 1962. Pp. 21.

This pamphlet suggests standards that will improve the working conditions and increase the efficiency of seasonal farm workers who commute to farm jobs from nearby population centres.

Occupations

36. CANADA. DEPARTMENT OF LABOUR. *An Analysis of the Machinist's Trade*. Rev. ed. Prepared by a National Committee appointed by the Department of Labour. Ottawa, Queen's Printer, 1963. Pp. 183.

The analysis consists of two divisions: hand tools and procedures, and machine tools. The first division deals with the use of measuring devices, hand tools, layout procedure, maintenance, and heat treatment. The second division deals with the standard machine tools used in general machine shop work.

37. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Local Government Service*. 4th ed. London, HMSO, 1962. Pp. 52.

Tells something about the work of municipal employees in Great Britain.

38. NEW YORK (STATE). UNIVERSITY. DIVISION OF RESEARCH. *Industrial and Occupational Trends in New York State*, by Charles M. Armstrong, Associate Statistician. Albany, State Education Dept., 1954. Pp. 33.

39. U.S. BUREAU OF LABOR STANDARDS. *Design for Community Action; How to mobilize Community Resources to help Youth enter the World of Work*, 1962. Washington, [GPO, 1961, i.e., 1962?]. Pp. 36.

Describes what some local communities are doing to help unemployed young people and how the U.S. Bureau of Labor Standards will work with the community to develop and promote local action programs to help young people make a successful transition from school to work.

Older Workers

40. NEW YORK (STATE). LEGISLATURE. JOINT COMMITTEE ON PROBLEMS OF THE AGING. [*Minutes of a Public Hearing held at Albany, N.Y., February 10, 1959*. Rochester, Erb & O'Neill Reporting Co. [1959?]. Pp. 48.

41. U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE. SPECIAL STAFF ON AGING. *A Vocational Counseling Program for Older Workers*, by Paul A. Wilson. Washington, GPO, 1961. Pp. 22.

42. U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE. SPECIAL STAFF ON AGING. *A Vocational Training and Placement Program for Older Workers*, by Fannie B. Beard. Washington, GPO, 1961. Pp. 10.

Pensions

43. COMMERCE CLEARING HOUSE CANADIAN LIMITED. *Ontario Portable Pension Plan Legislation*. Don Mills, Ont., c1963. Pp. 37.

44. MERCER, WILLIAM MANSON. *Canadian Handbook of Pension and Welfare Plans*. 2d ed., 1959. Toronto, CCH Canadian Limited, 1959. Pp. 416.

45. ONTARIO. COMMITTEE ON PORTABLE PENSIONS. *Public Hearings, Parliament Buildings, Toronto, Ontario, Thursday, September 20-Tuesday, September 25, 1962*. [Toronto, 1962?]. 4 volumes. Prof. D. C. MacGregor and G. E. Gathercole, Joint Chairmen.

Professions

46. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Employment and Earnings in the Scientific and Technical Professions, 1959-1961*. Ottawa, Queen's Printer, 1962. Pp. 31.

Information in tabular form is provided showing median annual earnings, by six factors: educational level, age group, years from bachelor graduation, type of employer, region of employment and work function. Also, the median monthly starting salaries by undergraduate course, by type of employer, for 1962 bachelor graduates, are given.

47. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Employment Outlook for Professional Personnel in Scientific and Technical Fields, 1962-1964*. Ottawa, Queen's Printer, 1963. Pp. 31.

"This report deals primarily with the current employment situation and future trends in requirements for engineers, natural scientists and selected fields of social scientists. The information in the report results from a survey conducted in 1962."

48. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *The 1962 Survey of Employment and Requirements for Engineering and Scientific Manpower*. Ottawa, 1962. Pp. [8]. First in the new Professional Manpower Bulletin Series.

49. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Scientific Research and Education for the Future; International Cooperation in Research*. Paris, 1962. Pp. 36.

50. U.S. NATIONAL SCIENCE FOUNDATION. *American Science Manpower 1960; a Report of the National Register of Scientific and Technical Personnel*. Washington, GPO, 1962. Pp. 105.

Presents information on economic and professional characteristics of over 200,000 American scientists. Information is supplied about education, employment, salaries, geographic location, foreign language proficiency, and scientific and technical subfields.

51. U.S. NATIONAL SCIENCE FOUNDATION. *Scientific and Technical Personnel in the Federal Government, 1959 and 1960*. Washington, GPO, 1962. Pp. 79.

Provides information about scientific, engineering and health personnel, professional and nonprofessional, in the U.S. federal government. Detailed tables provide a breakdown by type of scientist, engineer, and health personnel, and their total number for the years 1954, and 1957 to 1960 inclusive, as well as a breakdown by employing agency, geographical area of employment, sex, U.S. civil service grade level, etc.

52. U.S. PRESIDENT'S SCIENCE ADVISORY COMMITTEE. *Graduate Training in Engineering, Mathematics, and Physical Sciences; a Report*. Washington, GPO, 1962. Pp. 45.

Unemployment

53. U.S. BUREAU OF EMPLOYMENT SECURITY. *Family Characteristics of the Long-Term Unemployed; a Report on a Study of Claimants under the Temporary Extended Unemployment Compensation Program, 1961-1962. Combined Report on Surveys conducted in May and September*

1961 and January 1962. Part 5. Washington, GPO, 1963. Pp. 153.

"Deals with the family, personal, and economic characteristics of claimants who filed for benefits under the Temporary Extended Unemployment Compensation Act of 1961 in a survey week in May or September 1961, or January 1962."

54. UPJOHN INSTITUTE FOR COMMUNITY RESEARCH. *Public Works and Employment from the Local Government Point of View; a Report of the W.E. Upjohn Institute for Community Research*, [by] Eugene C. McKean [and] Harold C. Taylor. Chicago, Public Administration Service, 1955. Pp. 274.

This book deals with the relationship of public works programs to the problem of alternating booms and depressions.

55. UPJOHN INSTITUTE FOR COMMUNITY RESEARCH. *Unemployment and Relief from the Local Government Point of View; a Report of the W.E. Upjohn Institute for Community Research*, [by] Samuel V. Bennett. Chicago, Public Administration Service, 1955 [c1956]. Pp. 273.

Deals with various means of supplying relief to the unemployed, such as work relief programs, public welfare, etc., and the ways of financing the relief. Experience with unemployment relief in the U.S. during the 1930's is examined.

Wages and Hours

The following seven publications were prepared by the U.S. Bureau of Labor Statistics and were published in Washington in 1962 and 1963 by the Government Printing Office.

56. *Employee Earnings at Retail Automotive Dealers and in Gasoline Service Stations, June 1961; Motor Vehicle Dealers (New and Used Cars); Gasoline Service Stations*. Pp. 61.

57. *Employee Earnings at Retail Building Materials, Hardware, and Farm Equipment Dealers, June 1961*. Pp. 25.

58. *Employee Earnings in Miscellaneous Retail Stores, June 1961; Drug Stores and Proprietary Stores*. Pp. 43.

59. *Employee Earnings in Retail Apparel and Accessory Stores, June 1961; Men's and Boy's Clothing and Furnishings Stores; Women's Ready-to-wear Stores; Shoe Stores*. Pp. 63.

60. *Employee Earnings in Retail Food Stores, June 1961; Grocery Stores*. Pp. 43.

61. *Employee Earnings in Retail Furniture, Home Furnishings, and Household Appliance Stores, June 1961; Furniture, Home Furnishings, and Equipment Stores; Household Appliance Stores*. Pp. 61.

62. *Employee Earnings in Retail General Merchandise Stores, June 1961; Department Stores; Limited Price Variety Stores*. Pp. 61.

Women

63. CANADA. WOMEN'S BUREAU. *Vocational and Technical Training for Girls at*

High School, Post High School and Trade School Levels of Education in Canada. Rev. ed. Ottawa, 1962. Pp. 96.

Outlines some courses suitable for girls in fields such as art, business, health and hospital occupations, home economics, technician, skilled trades, teacher, etc.

64. U.S. WOMEN'S BUREAU. *Equal-Pay Primer, Some Basic Questions.* Rev. 1963. Washington, GPO, 1963. Pp. 13.

65. U.S. WOMEN'S BUREAU. *Women in the Federal Service, 1939-1959.* Rev. ed. Washington, GPO, 1962. Pp. 21.

Partial Contents: Employment Trends. Job Locations. Employment Standards. Grades and Salaries. Variety of Occupational Opportunity: Clerical, Semiprofessional and Professional Occupations; Administrative Positions. [Statistical] Appendix.

Miscellaneous

66. CANADIAN TAX FOUNDATION. *Seventeenth Annual Report for the Year ending December 31st, 1962.* Toronto, 1963. Pp. 24.

67. CONFERENCE ON REHABILITATION CONCEPTS, UNIVERSITY OF PENNSYLVANIA, 1962. *Proceedings, Conference on Rehabilitation Concepts, held at University of Pennsylvania, Philadelphia, October 17-18, 1962.* Chicago, American Mutual Insurance Alliance [1962?]. Pp. 159. Sponsors: University of Pennsylvania [and] American Mutual Insurance Alliance.

68. HANSEN, PALLE. *The Accounting Concept of Profit: an Analysis and Evaluation in the Light of the Economic Theory of Income and Capital.* Copenhagen, Einar

Harcks; Amsterdam, North-Holland Pub. Co., 1962. Pp. 142.

69. LABOUR-MANAGEMENT-GOVERNMENT MISSION TO EUROPE. *Report to the National Productivity Council.* [Ottawa? National Productivity Council, 1963?]. Pp. 47. James A. Roberts, Leader of the Mission.

The Mission made a survey of several European countries during July and August 1962 to see what these countries were doing to foster employment and to achieve social and economic advancement.

70. OSTRY, BERNARD. *Research in the Humanities and in the Social Sciences in Canada; a Report of the First Annual Survey of Canadian Research Problems and Needs in These Fields.* Ottawa, Published for the Humanities Research Council of Canada and the Social Science Research Council of Canada, 1962. Pp. 55.

In English and French, the latter inverted and with special title page.

71. U.S. BUREAU OF LABOR STATISTICS. *Prices: a Chartbook, 1953-62.* Washington, GPO, 1963. Pp. 207.

"Presents a comprehensive graphic analysis of significant price trends. Historical and current statistics are organized in such a way as to show meaningful relationships among price index series and between prices and pertinent economic indicators." Reviews price developments between 1953 and 1962 and shows the developments, using charts.

72. WESCHLER, IRVING R., Ed. *Issues in Human Relations Training.* [Edited by Irving R. Weschler and Edgar H. Scheim], Memorial issue. Washington, National Training Laboratories, National Education Association, 1962. Pp. 121.

Major Settlements in First Half, 1963

(Continued from page 737)

More than 19,000 inside and outside workers engaged in municipal services are covered by 12 major agreements. Eight of these agreements, signed by the cities of Quebec, Montreal and Calgary and the District of Burnaby, are for a term of two years; half of the base-rate increases in the contracts range from 10 to 14 cents an hour.

Four major one-year agreements also were signed during the period, one by the city of Edmonton and three by the city of Vancouver. The agreement with the city of Edmonton provides for a general wage increase of 9 cents an hour for outside personnel; the contracts with the city of Vancouver include wage increases of 5 to 6 cents an hour in base rates for inside and outside workers and police officers.

During the period, eight major agreements were signed with hospitals. Two of

the settlements grant wage increases of 5 to 7 cents an hour on base rates. Two other one-year contracts resulted from arbitration awards; these provided for base-rate increases of 15 to 16 cents an hour at 11 hospitals in Montreal.

The other hospital agreements are for a term of two years. Base rates were increased in agreements at the St. Boniface General Hospital in Manitoba, Calgary General Hospital and Saskatchewan provincial hospitals; the increases ranged from 7 to 11 cents an hour. In Quebec, hospitals in Three Rivers, Cap-de-la-Madeleine, La Tuque and Shawinigan signed a new agreement with the Service Employees' Federation. Under this agreement, base rates will be increased by 30 cents an hour over a two-year period.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED JULY 20, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	7,035	632	1,978	2,548	1,236	641
Men.....	5,111	480	1,455	1,821	895	460
Women.....	1,924	152	523	727	341	181
14—19 years.....	897	87	271	304	163	72
20—24 years.....	893	92	298	282	152	69
25—44 years.....	3,016	253	853	1,117	514	279
45—64 years.....	2,019	182	505	764	363	205
65 years and over.....	210	18	51	81	44	16
Employed.....	6,742	597	1,866	2,467	1,206	606
Men.....	4,880	449	1,364	1,761	871	435
Women.....	1,862	148	502	706	335	171
Agriculture.....	775	40	153	208	346	28
Non-agriculture.....	5,967	557	1,713	2,259	860	578
Paid Workers.....	5,497	493	1,574	2,104	798	528
Men.....	3,853	359	1,119	1,464	537	374
Women.....	1,644	134	455	640	261	154
Unemployed.....	293	35	112	81	30	35
Men.....	231	31	91	60	24	25
Women.....	62	*	21	21	*	10
Persons not in the Labour Force.....	5,443	630	1,611	1,802	887	513
Men.....	1,087	149	314	323	178	123
Women.....	4,356	481	1,297	1,479	709	390

*Less than 10,000.

**TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED JULY 20, 1963,
CANADA**

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over ⁽¹⁾	12,478	1,914	3,603	989	3,715	918	1,339
Labour force.....	7,035	897	3,494	901	896	637	210
Employed.....	6,742	804	3,398	835	883	618	204
Unemployed.....	293	93	96	66	13	19	*
Not in labour force.....	5,443	1,017	109	88	2,819	281	1,129
Participation rate ⁽²⁾							
1963, July 20.....	56.4	46.9	97.0	91.1	24.1	69.4	15.7
June 22.....	54.9	36.6	97.1	90.4	24.4	69.7	15.6
Unemployment rate ⁽³⁾							
1963, July 20.....	4.2	10.4	2.7	7.3	1.5	3.0	*
June 22.....	4.4	13.5	2.9	7.8	1.7	2.5	*

⁽¹⁾Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

⁽²⁾The labour force as a percentage of the population 14 years of age and over.

⁽³⁾The unemployed as a percentage of the labour force.

*Less than 10,000.

TABLE A-3—UNEMPLOYED, WEEK ENDED JULY 20, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	July 1963	June 1963	July 1962
Total unemployed.....	293	304	308
On temporary layoff up to 30 days.....	15	10	16
Without work and seeking work.....	278	294	292
Seeking full-time work.....	258	271	268
Seeking part-time work.....	20	23	24
Seeking under 1 month.....	92	109	92
Seeking 1-3 months.....	94	76	101
Seeking 4-6 months.....	33	46	37
Seeking more than 6 months.....	59	63	62

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ⁽¹⁾						
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ⁽²⁾	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	Totals (3)
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total....	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total....	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
May.....	47.7	487.0	160.2	65.7	332.2	94.6	718.0	1,534.6	216.0	1,703.0
June.....	49.0	497.6	161.5	.....	.....	.....	.....	.....	.....	1,753.3
July.....	49.4	490.4	165.6	.....	.....	.....	.....	.....	.....	1,738.0
August.....	49.1	496.1	166.8	85.8	403.5	99.6	726.5	1,518.9	220.1	1,753.5
September.....	48.5	503.9	164.3	.....	.....	.....	.....	.....	.....	1,780.5
October.....	47.9	498.9	165.2	.....	.....	.....	.....	.....	.....	1,764.8
November.....	47.6	495.2	162.0	86.1	336.0	99.5	750.6	1,556.8	221.4	1,743.0
December.....	46.6	481.5	157.1	.....	.....	.....	.....	.....	.....	1,692.5
1963—										
January.....	47.5	484.4	157.7	.....	.....	.....	.....	.....	.....	1,699.4
February.....	47.8	488.7	157.6	68.0	272.8	97.2	731.9	1,603.0	222.1	1,699.8
March.....	47.0	493.9*	156.3	.....	.....	.....	.....	.....	.....	1,714.1*
April*.....	46.7	503.2	160.7	.....	.....	.....	.....	.....	.....	1,746.8
May†.....	48.0	513.9	165.6	.....	.....	.....	.....	.....	.....	1,805.2

Seasonally Adjusted

1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total....	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total....	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
May.....	47.7	483.1	159.4	75.2	333.4	94.8	718.3	1,507.4	215.7	1,691.7
June.....	48.0	484.3	156.7	.....	.....	.....	.....	.....	.....	1,694.6
July.....	48.4	486.4	158.1	.....	.....	.....	.....	.....	.....	1,703.6
August.....	48.1	487.3	159.7	79.3	332.5	97.0	724.9	1,532.4	218.2	1,709.2
September.....	47.8	489.8	159.0	.....	.....	.....	.....	.....	.....	1,712.8
October.....	47.6	491.5	161.9	.....	.....	.....	.....	.....	.....	1,722.8
November.....	47.4	494.3	160.6	74.0	334.8	99.4	733.6	1,558.6	220.4	1,728.7
December.....	46.8	494.3	160.4	.....	.....	.....	.....	.....	.....	1,730.1
1963—										
January.....	48.1	499.5	164.4	.....	.....	.....	.....	.....	.....	1,771.4
February.....	48.7	500.6	164.6	77.4	348.4	99.8	751.7	1,615.7	225.4*	1,768.8
March.....	47.6	503.3*	164.8	.....	.....	.....	.....	.....	.....	1,777.9*
April*.....	48.6	508.7	165.9	.....	.....	.....	.....	.....	.....	1,789.8
May†.....	47.9	509.7	164.7	.....	.....	.....	.....	.....	.....	1,791.9

(1) Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

(2) Includes post office wages and salaries.

(3) Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at May 1963 employers in the principal non-agricultural industries reported a total employment of 2,944,508. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite ⁽¹⁾			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
Averages						
1957.....	122.6	153.1	67.93	115.8	159.1	69.94
1958.....	117.9	163.9	70.43	109.8	165.3	72.67
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	177.8	78.19
1961.....	118.1	181.8	78.11	108.9	183.6	80.73
1962—						
May.....	121.3	188.1	80.79	113.7	190.4	83.72
June.....	125.0	188.7	81.05	116.4	190.4	83.72
July.....	125.8	188.3	80.90	115.5	189.1	83.13
August.....	127.0	188.1	80.80	117.6	187.9	82.62
September.....	126.5	189.5	81.40	117.6	190.8	83.91
October.....	125.4	189.9	81.57	115.9	191.8	84.34
November.....	124.3	189.8	81.53	114.7	192.3	84.55
December.....	120.2	182.6	78.45	110.9	183.6	80.71
1963—						
January.....	117.8	190.6	81.80	111.6	193.5	85.09
February.....	117.4	192.9	82.87	112.2	194.2	85.41
March.....	117.7	193.1	82.96	112.8	195.5	85.95
April*.....	119.3	194.4	83.53	113.7	197.2	86.72
May†.....	123.4	194.8	83.67	116.2	197.3	86.74

⁽¹⁾Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	May 1963	Apr. 1963	May 1962	May 1963	Apr. 1963	May 1962
Provinces				\$	\$	\$
Newfoundland.....	131.4	117.8	127.5	75.39	76.06	72.89
Prince Edward Island.....	136.2	112.3	141.6	60.14	62.25	59.35
Nova Scotia.....	93.5	88.9	97.1	68.44	69.22	66.25
New Brunswick.....	101.5	92.8	103.0	66.73	69.53	64.45
Quebec.....	121.9	118.3	120.5	81.42	81.19	78.42
Ontario.....	126.3	123.7	123.4	87.04	86.62	84.08
Manitoba.....	112.0	108.0	110.6	77.40	77.22	74.63
Saskatchewan.....	128.9	120.8	127.0	78.37	77.99	76.73
Alberta (including Northwest Territories).....	160.1	149.8	157.4	83.54	83.38	81.64
British Columbia (including Yukon).....	119.1	115.1	115.7	90.53	90.42	87.59
Canada.....	123.4	119.3	121.3	83.65	83.53	80.79
Urban areas						
St. John's.....	146.8	130.2	138.4	63.03	62.38	60.94
Sydney.....	82.6	80.5	80.8	83.12	83.67	82.04
Halifax.....	118.1	116.3	124.3	70.11	70.86	67.65
Moncton.....	103.6	99.8	107.0	63.89	63.53	61.96
Saint John.....	106.9	104.8	106.5	68.49	70.47	65.80
Chicoutimi—Jonquiere.....	107.1	105.7	108.2	101.20	102.72	97.82
Quebec.....	127.6	124.1	119.2	73.19	72.40	69.55
Sherbrooke.....	110.0	109.1	107.1	70.53	70.41	66.56
Shawinigan.....	100.8	98.1	104.2	94.25	91.92	86.54
Three Rivers.....	118.8	115.3	118.0	76.47	75.20	73.76
Drummondville.....	85.8	83.8	80.2	68.85	67.81	67.70
Montreal.....	128.5	127.2	127.3	83.38	82.55	80.51
Ottawa—Hull.....	136.9	132.8	135.0	77.40	77.06	75.41
Kingston.....	122.8	118.9	115.7	81.38	80.68	78.99
Peterborough.....	99.3	96.5	96.9	92.79	91.71	89.66
Oshawa.....	203.6	200.3	189.5	106.76	109.61	104.98
Toronto.....	141.1	139.1	137.0	87.68	86.92	84.39
Hamilton.....	117.4	115.8	114.2	92.76	92.59	90.46
St. Catharines.....	114.9	113.4	111.0	97.84	96.34	95.04
Niagara Falls.....	101.7	97.2	101.8	82.44	83.94	82.29
Brantford.....	88.3	87.4	82.0	81.07	81.57	75.83
Guelph.....	130.6	129.4	122.7	76.99	76.11	75.51
Galt.....	119.5	116.6	115.4	73.87	73.64	71.82
Kitchener.....	138.7	137.0	131.0	78.25	78.06	76.46
Sudbury.....	126.8	125.0	145.8	93.15	94.05	91.43
Timmins.....	88.4	87.6	90.4	74.39	74.79	73.10
London.....	142.6	139.2	137.3	79.14	78.55	76.57
Sarnia.....	136.2	130.4	134.9	107.94	108.95	104.32
Windsor.....	77.7	76.0	74.4	96.38	96.52	92.24
Sault Ste. Marie.....	148.8	148.1	150.9	106.17	104.75	101.73
Fort William—Port Arthur.....	110.3	106.3	107.9	84.01	81.28	82.21
Winnipeg.....	111.9	109.6	110.5	74.18	73.88	71.57
Regina.....	144.8	139.9	142.5	77.44	77.28	75.00
Saskatoon.....	145.5	137.1	140.8	73.76	72.24	72.64
Edmonton.....	206.3	197.1	203.7	78.59	78.66	76.23
Calgary.....	189.0	173.0	179.4	82.73	82.20	81.08
Vancouver.....	119.0	116.2	114.2	88.75	88.59	86.04
Victoria.....	116.7	115.1	115.8	81.74	82.35	79.97

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

Source: Employment and Payrolls, DES

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	May 1963	Apr. 1963	May 1962	May 1963	Apr. 1963	May 1962
Mining	113.5	109.9	117.8	\$ 101.88	\$ 102.48	\$ 98.59
Metal mining.....	128.5	126.2	133.0	102.69	103.20	100.22
Gold.....	66.9	66.5	69.5	83.93	84.40	82.63
Other metal.....	185.7	181.6	192.0	108.96	109.60	106.14
Fuels.....	78.2	75.3	84.5	107.73	107.66	101.94
Coal.....	38.2	38.0	41.9	81.05	81.37	77.52
Oil and natural gas.....	241.1	227.6	258.8	124.98	125.56	118.09
Non-metal.....	149.9	138.1	147.2	89.83	91.26	88.30
Manufacturing	116.2	113.7	113.7	\$ 86.74	\$ 86.72	\$ 83.72
Durable goods.....	122.1	119.3	118.4	93.67	93.70	90.38
Non-durable goods.....	111.2	109.0	109.7	80.37	80.33	77.70
Food and beverages.....	116.1	107.9	115.5	76.19	77.05	74.15
Meat products.....	133.8	129.4	132.4	87.08	85.98	85.10
Canned and preserved fruits and vegetables.....	94.0	83.1	94.4	67.17	70.25	66.36
Grain mill products.....	94.0	93.6	100.1	85.63	84.16	82.40
Bread and other bakery products.....	112.1	109.2	111.4	72.51	71.04	70.82
Biscuits and crackers.....	94.4	92.9	95.9	68.15	66.03	64.28
Distilled and malt liquors.....	95.7	93.1	95.2	106.10	105.17	102.58
Tobacco and tobacco products.....	87.9	106.8	99.4	85.56	78.10	77.60
Rubber products.....	111.9	109.4	105.4	88.48	84.50	85.88
Leather products.....	87.0	88.4	87.4	56.62	57.25	54.58
Boots and shoes (except rubber).....	93.1	95.0	94.1	54.17	55.11	51.87
Other leather products.....	75.8	76.4	75.1	62.08	62.06	60.68
Textile products (except clothing).....	94.3	83.5	81.0	68.38	67.93	66.44
Cotton yarn and broad woven goods.....	72.7	72.9	73.4	64.75	63.56	62.51
Woolen goods.....	63.7	62.5	61.4	63.27	62.65	62.51
Synthetic textiles and silk.....	97.3	96.0	88.9	74.63	74.65	73.41
Clothing (textile and fur).....	92.4	93.8	91.1	53.72	53.05	51.03
Men's clothing.....	97.7	98.5	94.7	52.78	52.20	49.32
Women's clothing.....	96.7	101.7	96.6	51.64	55.94	52.81
Knit goods.....	73.2	72.2	73.1	53.49	53.57	50.67
Wood products.....	109.8	103.8	108.1	73.64	73.60	70.75
Saw and planing mills.....	112.7	104.0	110.8	75.70	75.92	72.56
Furniture.....	117.5	117.0	114.3	71.26	70.94	69.13
Other wood products.....	80.5	76.8	82.8	65.73	65.55	62.95
Paper products.....	127.1	124.1	125.1	100.99	100.96	97.28
Pulp and paper mills.....	126.9	123.7	124.8	108.84	109.08	104.94
Other paper products.....	127.7	125.0	125.9	82.25	81.68	79.10
Printing, publishing and allied industries.....	126.2	125.6	126.7	93.76	93.84	91.46
Iron and steel products	115.4	113.3	109.7	98.76	98.36	95.92
Agricultural implements.....	74.2	74.9	62.6	106.26	105.88	98.31
Fabricated and structural steel.....	156.6	150.7	157.0	99.05	99.02	96.86
Hardware and tools.....	114.7	113.8	106.9	86.96	86.34	84.17
Heating and cooking appliances.....	103.0	101.6	102.5	83.43	82.57	80.34
Iron castings.....	102.4	98.0	94.6	94.59	92.51	90.12
Machinery, industrial.....	134.6	133.3	126.7	93.74	94.26	90.83
Primary iron and steel.....	131.7	129.2	125.7	114.08	113.80	112.84
Sheet metal products.....	118.7	115.0	115.5	95.96	95.69	93.62
Wire and wire products.....	116.7	115.5	112.7	97.54	97.03	95.50
Transportation equipment.....	117.5	116.5	115.3	102.98	103.31	97.85
Aircraft and parts.....	229.3	227.2	256.0	101.01	99.97	96.24
Motor vehicles.....	129.8	127.6	115.8	122.72	124.74	116.67
Motor vehicle parts and accessories.....	133.6	131.2	116.9	99.21	99.59	96.19
Railroad and rolling stock equipment.....	61.9	61.7	57.3	87.14	86.83	84.49
Shipbuilding and repairing.....	153.6	155.6	140.6	94.46	94.80	89.89
Non-ferrous metal products.....	125.8	123.7	125.4	97.02	97.74	94.37
Aluminum products.....	141.1	137.2	140.4	94.11	94.79	92.63
Brass and copper products.....	107.2	105.4	104.5	92.12	92.07	89.98
Smelting and refining.....	137.6	135.0	140.3	106.30	107.45	102.88
Electrical apparatus and supplies.....	153.3	152.8	147.1	91.07	90.73	89.16
Heavy electrical machinery.....	114.7	115.0	107.9	98.73	96.88	97.59
Telecommunication equipment.....	276.8	276.3	265.7	87.58	87.39	86.67
Non-metallic mineral products.....	155.0	145.9	151.2	91.67	90.39	88.48
Clay products.....	90.2	82.0	91.3	83.02	83.63	79.71
Glass and glass products.....	177.7	171.9	165.4	87.21	88.21	84.29
Products of petroleum and coal.....	142.8	139.3	141.1	126.67	127.59	121.46
Petroleum refining and products.....	145.2	142.0	143.6	127.79	128.61	122.47
Chemical products.....	137.4	135.6	135.8	101.21	102.20	98.39
Medicinal and pharmaceutical preparations.....	124.9	123.8	122.2	89.58	90.36	85.77
Acids, alkalis and salts.....	160.4	157.9	160.3	112.92	114.49	109.71
Other chemical products.....	134.9	133.2	133.6	100.49	101.38	98.14
Miscellaneous manufacturing industries.....	151.0	147.6	142.7	75.93	75.85	73.33
Construction	125.8	112.4	127.5	\$ 90.38	\$ 89.05	\$ 85.21
Building and general engineering.....	123.5	113.5	123.6	97.25	96.20	91.85
Highways, bridges and streets.....	129.6	110.5	134.0	79.59	76.97	74.97
Electric and motor transportation.....	144.2	141.8	137.8	88.58	87.56	85.64
Service	164.3	158.8	157.7	\$ 59.03	\$ 59.16	\$ 57.09
Hotels and restaurants.....	141.3	135.7	136.4	44.71	44.54	43.45
Laundries and dry cleaning plants.....	139.6	137.1	130.6	52.70	52.54	50.83
Industrial composite	123.4	119.3	121.3	\$ 83.65	\$ 83.53	\$ 80.79

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	May 1963	April 1963	May 1962	May 1963	April 1963	May 1962
				\$	\$	\$
Newfoundland.....	42.7	42.5	40.8	1.62	1.69	1.70
Nova Scotia.....	41.6	41.2	41.9	1.67	1.72	1.65
New Brunswick.....	41.7	41.2	41.9	1.59	1.73	1.53
Quebec.....	41.8	41.7	41.7	1.75	1.75	1.70
Ontario.....	41.3	41.2	41.2	2.06	2.06	1.99
Manitoba.....	40.2	40.4	39.6	1.81	1.81	1.76
Saskatchewan.....	39.3	38.7	39.6	2.04	2.04	2.02
Alberta (includes Northwest Territories)	39.5	39.4	40.1	2.03	2.04	2.00
British Columbia (includes Yukon Territory).....	38.2	38.0	38.1	2.35	2.37	2.27

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage-Earners)

Source: Man Hours and Hourly Earnings, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	May 1963	Apr. 1963	May 1962	May 1963	Apr. 1963	May 1962	May 1963	Apr. 1963	May 1962
				\$	\$	\$	\$	\$	\$
Mining	42.2	42.2	42.2	2.23	2.23	1.7	93.85	93.90	91.72
Metal mining.....	42.2	42.3	42.4	2.30	2.20	2.25	97.09	97.49	95.46
Gold.....	43.5	43.5	43.8	1.80	1.81	1.70	78.33	78.79	77.21
Other metal.....	41.7	41.9	41.9	2.49	2.49	2.44	103.95	104.39	102.04
Fuels.....	41.7	41.8	40.7	2.11	2.05	2.06	87.87	85.58	83.88
Coal.....	42.3	43.4	41.5	1.88	1.83	1.84	79.28	79.54	76.25
Oil and natural gas.....	40.6	38.2	39.1	2.56	2.60	2.51	103.86	99.28	98.26
Non-metal.....	42.6	42.0	43.1	2.04	2.07	1.96	86.95	87.06	84.41
Manufacturing	41.1	41.0	41.0	1.95	1.95	1.89	80.26	80.05	77.51
Durable goods.....	41.7	41.6	41.7	2.11	2.12	2.04	88.19	88.12	85.12
Non-durable goods.....	40.6	40.4	40.5	1.79	1.79	1.74	72.51	72.18	70.20
Food and beverages.....	41.1	40.5	41.4	1.70	1.73	1.64	69.66	70.06	68.02
Meat products.....	41.6	40.6	41.0	2.01	2.01	1.96	83.70	81.47	80.51
Canned and preserved fruits and vegetables.....	38.7	39.0	40.1	1.45	1.50	1.42	56.12	58.59	56.82
Grain mill products.....	43.0	42.2	42.9	1.86	1.83	1.85	79.92	77.33	79.17
Bread and other bakery products.....	41.5	40.8	42.3	1.61	1.60	1.52	66.97	65.11	64.48
Distilled liquors.....	40.6	40.2	40.6	2.27	2.27	2.18	92.04	91.53	88.35
Malt liquors.....	39.9	38.8	40.4	2.46	2.46	2.38	98.02	95.43	96.17
Tobacco and tobacco products.....	38.4	40.1	39.0	2.10	1.81	1.84	80.54	72.52	71.65
Rubber products.....	42.0	38.9	41.6	1.98	1.94	1.93	83.18	75.65	80.47
Leather products.....	39.2	39.9	38.9	1.32	1.31	1.27	51.56	52.24	49.55
Boots and shoes (except rubber).....	38.6	39.6	38.4	1.31	1.27	1.23	50.48	50.31	47.09
Other leather products.....	40.3	40.5	40.0	1.41	1.40	1.38	56.74	56.67	55.23
Textile products (except clothing).....	42.3	42.0	42.2	1.46	1.46	1.42	61.91	61.27	60.03
Cotton yarn and broad woven goods.....	40.5	39.5	40.1	1.49	1.49	1.45	60.26	58.82	58.16
Woolen goods.....	43.1	42.8	43.8	1.35	1.34	1.31	58.10	57.28	57.44
Synthetic textiles and silk.....	43.3	43.6	43.8	1.56	1.54	1.52	67.31	67.24	66.57
Clothing (textile and fur).....	38.2	38.6	37.7	1.26	1.26	1.22	48.12	48.74	45.88
Men's clothing.....	37.9	38.3	37.2	1.26	1.25	1.21	47.65	47.88	45.03
Women's clothing.....	36.2	37.1	36.5	1.35	1.36	1.31	48.70	50.44	47.64
Knit goods.....	41.3	41.2	41.0	1.18	1.18	1.13	48.69	48.59	45.33
Wood products.....	41.1	40.8	41.4	1.70	1.71	1.63	69.98	69.84	67.61
Saw and planing mills.....	40.3	39.9	40.7	1.82	1.83	1.74	73.13	73.19	70.82
Furniture.....	42.6	42.3	42.5	1.54	1.55	1.49	65.57	65.44	63.52
Other wood products.....	42.4	42.4	42.6	1.43	1.41	1.35	60.46	59.88	57.81
Paper products.....	41.7	41.6	41.2	2.28	2.28	2.29	102.67	102.98	98.80
Pulp and paper mills.....	41.8	41.8	41.3	2.46	2.46	2.39	102.67	102.98	98.80
Other paper products.....	41.4	41.3	41.1	1.81	1.80	1.75	75.13	74.21	71.92
Printing, publishing and allied industries.....	38.8	38.7	39.4	2.40	2.40	2.32	93.25	92.87	91.44
*Iron and steel products	42.1	42.1	41.2	2.38	2.38	2.20	94.14	93.57	91.62
Agricultural implements.....	41.7	41.6	41.7	2.26	2.25	2.10	100.12	100.03	91.07
Fabricated and structural steel.....	41.4	41.0	41.6	2.19	2.18	2.15	90.79	89.42	89.30
Hardware and tools.....	43.0	43.1	42.8	1.89	1.87	1.82	80.55	80.55	77.81
Heating and cooking appliances.....	40.0	38.9	40.2	1.89	1.90	1.86	75.54	73.83	74.56
Iron castings.....	42.4	42.0	42.0	2.14	2.11	2.06	90.53	88.71	86.48
Machinery, industrial.....	42.1	42.3	41.7	2.10	2.10	2.03	88.51	88.96	84.53
Primary iron and steel.....	41.1	41.1	41.5	2.69	2.67	2.64	100.31	109.65	109.66
Sheet metal products.....	41.7	41.5	41.9	2.18	2.17	2.14	90.91	90.02	89.53
Wire and wire products.....	42.3	42.0	42.3	2.17	2.18	2.14	91.94	91.68	90.43
*Transportation equipment	42.6	42.7	42.1	2.31	2.32	2.21	98.35	98.85	93.21
Aircraft and parts.....	41.4	40.8	41.1	2.22	2.19	2.13	91.79	89.44	87.67
Motor vehicles.....	45.5	46.1	45.3	2.59	2.62	2.48	117.83	120.88	112.55
Motor vehicle parts and accessories.....	42.5	42.8	42.5	2.24	2.24	2.15	95.13	95.95	91.48
Railroad and rolling stock equipment.....	39.9	39.6	39.5	2.14	2.15	2.09	85.35	84.96	82.33
Shipbuilding and repairing.....	41.7	41.9	41.3	2.25	2.25	2.15	93.82	94.16	88.65
*Non-ferrous metal products	40.8	41.1	40.7	2.21	2.21	2.16	90.18	90.87	88.01
Aluminum products.....	41.4	41.5	42.1	2.01	2.01	1.92	83.17	83.65	80.78
Brass and copper products.....	41.3	41.3	41.5	2.09	2.10	2.05	86.44	86.75	85.00
Smelting and refining.....	40.4	40.7	40.0	2.46	2.46	2.42	99.37	100.17	96.71
*Electrical apparatus and supplies	40.6	40.7	40.7	1.95	1.94	1.90	79.06	78.85	77.43
Heavy electrical machinery and equipment.....	40.9	40.1	41.1	2.19	2.17	2.14	89.63	87.01	87.81
Telecommunication equipment.....	40.0	40.1	40.4	1.74	1.73	1.74	69.76	69.55	70.26
Refrigerators, vacuum cleaners and appliances.....	39.9	40.6	40.3	2.03	2.04	1.93	80.87	82.85	77.78
Wire and cable.....	42.2	42.3	41.7	2.17	2.14	2.13	91.59	90.46	88.81
Miscellaneous electrical products.....	40.6	41.1	40.4	1.84	1.84	1.80	74.74	75.52	72.58
*Non-metallic mineral products	43.7	42.6	43.6	1.97	1.98	1.91	85.97	84.25	83.30
Clay products.....	42.8	42.1	42.9	1.80	1.82	1.73	77.13	76.80	74.16
Glass and glass products.....	41.4	41.7	41.1	1.98	2.00	1.91	82.04	83.22	78.49
Products of petroleum and coal.....	41.9	41.8	42.0	2.72	2.74	2.65	113.99	114.54	112.29
Petroleum refining and products.....	41.9	41.9	42.0	2.75	2.76	2.71	115.40	115.89	113.70
Chemical products.....	41.1	41.6	41.3	2.16	2.18	2.10	88.91	90.65	86.68
Medicinal and pharmaceutical preparations.....	39.6	40.2	39.9	1.69	1.69	1.62	66.81	67.93	64.42
Acids, alkalis and salts.....	40.6	41.4	41.0	2.50	2.51	2.41	101.63	104.02	98.68
Miscellaneous manufacturing industries.....	41.4	41.4	40.9	1.60	1.60	1.55	66.22	66.07	63.28
Professional and scientific equipment.....	40.5	40.9	40.5	1.95	1.95	1.85	78.86	79.65	74.88
Construction	41.2	39.9	40.6	2.13	2.16	2.04	87.94	86.29	82.93
Building and general engineering.....	40.6	39.9	39.8	2.32	2.34	2.24	94.42	93.32	88.94
Highways, bridges and streets.....	42.4	39.9	42.0	1.80	1.80	1.72	76.09	71.95	72.34
Electric and motor transportation.....	44.3	43.7	43.2	2.01	2.00	1.98	89.19	87.44	85.62
Service	37.9	37.7	38.4	1.15	1.14	1.10	43.48	42.99	42.41
Hotels and restaurants.....	37.5	37.1	38.2	1.11	1.10	1.07	41.49	40.93	40.81
Laundries and dry cleaning plants.....	40.8	40.8	40.5	1.08	1.08	1.05	44.08	44.10	42.57

*Durable manufactured goods industries.

**TABLE C-6—EARNINGS AND HOURS OF HOURLY RATED
WAGE EARNERS IN MANUFACTURING**

Source: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Last Pay Period in:					
1962 May.....	41.0	1.89	77.51	185.7	142.3
June.....	41.1	1.88	77.52	185.7	141.8
July.....	41.0	1.87	76.72	183.8	139.9
August.....	41.0	1.86	76.17	182.5	139.3
September.....	41.4	1.88	77.61	185.9	141.4
October.....	41.3	1.89	77.96	186.8	141.6
November.....	41.2	1.90	78.09	187.1	141.8
December*.....	37.3	1.94	72.34	173.3	131.3
1963 January.....	40.7	1.92	78.26	187.5	141.9
February.....	40.7	1.93	78.45	187.9	142.3
March.....	40.9	1.93	79.01	189.3	143.1
April*.....	41.0	1.95	80.05	191.8	145.0
May†.....	41.1	1.95	80.26	192.3	144.8

NOTE:—The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 652, July.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period		Unfilled Vacancies*			Registrations for Employment		
		Male	Female	Total	Male	Female	Total
End of:							
July	1958.....	11,505	11,858	23,363	252,853	119,157	372,010
July	1959.....	14,235	14,317	28,552	185,527	106,965	292,492
July	1960.....	14,673	12,594	27,267	242,582	128,062	370,644
July	1961.....	15,880	14,732	30,612	246,016	117,993	364,009
July	1962.....	22,872	17,895	40,767	224,452	113,407	337,859
August	1962.....	21,214	21,256	42,470	198,639	96,606	295,245
September	1962.....	20,197	20,653	40,855	188,844	97,890	286,734
October	1962.....	20,137	17,399	37,536	232,316	105,488	337,804
November	1962.....	22,077	19,204	41,281	328,801	127,955	456,756
December	1962.....	14,281	13,638	27,919	473,575	137,429	611,004
January	1963.....	13,419	12,532	25,951	579,205	163,880	743,085
February	1963.....	13,412	13,930	27,342	591,207	163,864	755,071
March	1963.....	16,085	16,459	32,544	584,889	158,307	743,196
April	1963.....	24,675	20,458	45,133	502,327	149,907	652,234
May	1963.....	22,865	21,723	44,588	341,869	130,084	471,953
June	1963 ⁽¹⁾	23,271	21,726	44,997	261,541	127,631	389,172
July	1963 ⁽¹⁾	22,483	19,210	41,693	241,040	122,354	363,394

⁽¹⁾Latest figures subject to revision.

*Current Vacancies only. Deferred Vacancies are excluded.

**TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND
PLACEMENTS EFFECTED DURING YEAR 1959-1962 AND DURING MONTH
JUNE 1962 - JUNE 1963**

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1959 Year.....	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960 Year.....	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961 Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962 Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1962—June.....	231,507	100,426	92,346	48,564	86,218	39,253
July.....	251,079	114,963	97,147	56,863	85,399	49,523
August.....	236,921	104,366	102,784	63,558	89,871	50,865
September.....	220,755	98,476	96,217	50,615	91,653	42,692
October.....	272,614	103,871	101,603	45,949	89,619	38,324
November.....	321,696	113,014	86,859	43,840	74,957	33,481
December.....	338,121	94,533	58,253	40,470	57,541	39,613
1963—January.....	331,104	111,102	56,086	35,963	46,669	28,117
February.....	211,442	75,073	47,295	31,852	39,378	23,755
March.....	209,852	73,346	54,427	35,090	42,942	24,090
April.....	210,392	81,258	77,524	39,149	58,986	26,378
May.....	215,307	90,643	100,832	45,049	88,778	32,272
June.....	214,097 ⁽¹⁾	102,741 ⁽¹⁾	81,217	49,961	70,852	40,315

⁽¹⁾ Preliminary.

**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,
DURING JUNE 1963**

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from June 1962
Agriculture, Fishing, Trapping.....	14,031	12,476	26,507	+11,503
Forestry.....	3,890	31	3,921	- 2,120
Mining, Quarrying and Oil Wells.....	1,045	68	1,113	- 407
Metal Mining.....	485	9	494	- 305
Fuels.....	215	29	244	+ 6
Non-Metal Mining.....	223	6	229	- 109
Quarrying, Clay and Sand Pits.....	63	4	67	- 14
Prospecting.....	59	20	79	+ 15
Manufacturing.....	13,533	8,082	21,615	- 5,327
Foods and Beverages.....	1,756	2,017	3,773	- 1,338
Tobacco and Tobacco Products.....	9	7	16	- 135
Rubber Products.....	150	46	196	- 55
Leather Products.....	197	436	633	- 134
Textile Products (except clothing).....	505	443	948	- 120
Clothing (textile and fur).....	421	1,908	2,329	- 371
Wood Products.....	1,977	211	2,188	- 347
Paper Products.....	929	336	1,265	- 302
Printing, Publishing and Allied Industries.....	469	453	922	- 176
Iron and Steel Products.....	2,623	381	3,004	- 1,155
Transportation Equipment.....	1,714	220	1,934	- 314
Non-Ferrous Metal Products.....	738	202	940	+ 80
Electrical Apparatus and Supplies.....	524	627	1,151	- 23
Non-Metallic Mineral Products.....	531	112	643	- 270
Products of Petroleum and Coal.....	60	15	75	- 32
Chemical Products.....	517	281	798	- 254
Miscellaneous Manufacturing Industries.....	413	387	800	- 381
Construction.....	11,650	230	11,880	- 4,850
General Contractors.....	7,777	155	7,932	- 3,665
Special Trade Contractors.....	3,873	75	3,948	- 1,185
Transportation, Storage and Communication.....	5,382	394	5,776	- 3,701
Transportation.....	4,723	227	4,950	- 3,544
Storage.....	328	44	372	- 40
Communication.....	331	123	454	- 117
Public Utility Operation.....	290	73	363	- 289
Trade.....	7,716	4,403	12,119	- 2,956
Wholesale.....	3,456	1,054	4,510	- 916
Retail.....	4,260	3,349	7,609	- 2,040
Finance, Insurance and Real Estate.....	622	1,146	1,768	- 270
Service.....	12,693	13,412	26,105	- 5,887
Community or Public Service.....	746	1,282	2,028	- 571
Government Service.....	4,337	1,288	5,625	- 1,328
Recreation Service.....	1,165	229	1,394	+ 380
Business Service.....	1,162	587	1,749	- 928
Personal Service.....	5,283	10,026	15,309	- 3,440
GRAND TOTAL.....	70,852	40,315	111,167	-14,304

**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX,
AS AT JUNE 28, 1963**

(Preliminary)

(Source: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional & Managerial Workers.....	9,302	2,158	11,460
Clerical Workers.....	20,190	47,297	67,487
Sales Workers.....	8,776	16,761	25,537
Personal & Domestic Service Workers.....	28,011	23,474	51,485
Seamen.....	943	1	944
Agriculture, Fishing, Forestry (Ex. log.).....	6,083	955	7,038
Skilled and Semi-Skilled Workers.....	94,628	14,273	108,901
Food and kindred products (incl. tobacco).....	951	445	1,396
Textiles, clothing, etc.....	2,099	8,519	10,618
Lumber and lumber products.....	9,584	94	9,678
Pulp, paper (incl. printing).....	986	385	1,371
Leather and leather products.....	943	951	1,894
Stone, clay & glass products.....	262	29	291
Metalworking.....	8,889	743	9,632
Electrical.....	1,961	849	2,810
Transportation equipment.....	661	33	694
Mining.....	2,075		2,075
Construction.....	19,488	6	19,494
Transportation (except seamen).....	19,001	94	19,095
Communications & public utility.....	586	2	588
Trade and service.....	4,514	1,220	5,734
Other skilled and semi-skilled.....	15,254	676	15,930
Foremen.....	1,963	219	2,182
Apprentices.....	5,411	8	5,419
Unskilled Workers.....	93,608	22,712	116,320
Food and tobacco.....	3,025	6,052	9,077
Lumber & lumber products.....	7,144	280	7,424
Metalworking.....	3,477	393	3,870
Construction.....	40,495		40,495
Other unskilled workers.....	39,467	15,987	55,454
GRAND TOTAL.....	261,541	127,631	389,172

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,
AT JUNE 28, 1963**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(a) June 28, 1963	Previous Year June 29, 1962		(a) June 28, 1963	Previous Year June 29, 1962
Newfoundland	10,605	9,265	Quebec—Concluded		
Corner Brook.....	1,839	2,450	Sorel.....	1,186	830
Grand Falls.....	827	619	Thetford Mines.....	1,408	1,153
St. John's.....	7,939	6,196	Trois-Rivières.....	3,513	3,310
Prince Edward Island	1,576	1,452	Val d'Or.....	1,611	1,493
Charlottetown.....	859	766	Valleyfield.....	1,929	1,291
Summerside.....	717	686	Victoriaville.....	1,270	1,161
Nova Scotia	14,695	14,358	Ville St. Georges.....	1,378	1,522
Amherst.....	630	617	Ontario	126,481	118,335
Bridgewater.....	555	510	Arnprior.....	219	223
Halifax.....	4,632	3,906	Barrie.....	778	998
Inverness.....	157	333	Belleville.....	1,385	1,433
Kentville.....	1,261	1,303	Bracebridge.....	518	580
Liverpool.....	359	343	Brampton.....	1,163	888
New Glasgow.....	1,757	1,858	Brantford.....	1,768	1,907
Springhill.....	512	520	Brockville.....	425	483
Sydney.....	2,667	2,756	Carleton Place.....	264	270
Sydney Mines.....	496	845	Chatham.....	2,185	2,521
Truro.....	841	728	Cobourg.....	675	657
Yarmouth.....	738	639	Collingwood.....	440	365
New Brunswick	12,985	12,007	Cornwall.....	2,345	2,443
Bathurst.....	1,014	953	Elliot Lake.....	306	396
Campbellton.....	823	1,191	Fort Erie.....	506	392
Edmundston.....	657	846	Fort Frances.....	273	330
Fredericton.....	1,592	1,157	Fort William.....	1,629	1,262
Minto.....	439	445	Galt.....	751	624
Moncton.....	2,946	2,535	Gananoque.....	168	183
Newcastle.....	1,135	958	Goderich.....	289	316
Saint John.....	2,754	2,678	Guelph.....	980	1,440
St. Stephen.....	881	570	Hamilton.....	8,703	8,467
Sussex.....	260	127	Hawkesbury.....	352	367
Woodstock.....	484	547	Kapusking.....	922	929
Quebec	130,374	114,484	Kenora.....	367	437
Alma.....	1,688	1,759	Kingston.....	1,865	1,697
Asbestos.....	337	310	Kirkland Lake.....	621	749
Baie Comeau.....	340	494	Kitchener.....	2,097	1,598
Beauharnois.....	1,133	854	Leamington.....	929	649
Buckingham.....	714	558	Lindsay.....	475	582
Causapscal.....	1,112	1,275	Listowel.....	174	146
Chandler.....	1,107	1,143	London.....	3,786	3,286
Chicoutimi.....	2,200	2,259	Long Branch.....	3,035	2,669
Cowansville.....	293	372	Midland.....	369	325
Dolbeau.....	1,295	888	Napanea.....	278	286
Drummondville.....	1,638	1,648	New Liskeard.....	267	367
Farnham.....	498	541	Newmarket.....	923	1,263
Forestville.....	353	399	Niagara Falls.....	1,328	1,113
Gaspé.....	942	630	North Bay.....	1,102	763
Granby.....	1,649	1,483	Oakville.....	512	711
Hull.....	2,236	1,998	Orillia.....	775	516
Joliette.....	4,039	2,156	Oshawa.....	4,500	3,062
Jonquière.....	2,546	2,617	Ottawa.....	5,925	3,392
Lachute.....	518	495	Owen Sound.....	968	958
Lac Mégantic.....	561	510	Parry Sound.....	245	294
La Malbaie.....	744	734	Pembroke.....	859	893
La Tuque.....	719	689	Perth.....	458	452
Lévis.....	1,699	1,553	Peterborough.....	2,114	2,492
Louiseville.....	573	578	Port Arthur.....	141	130
Magog.....	444	948	Port Colborne.....	650	2,038
Maniwaki.....	449	422	Prescott.....	465	444
Matane.....	1,098	1,188	Renfrew.....	339	285
Mont-Laurier.....	453	469	St. Catharines.....	2,767	2,910
Montmagny.....	810	877	St. Thomas.....	747	746
Montréal.....	52,212	42,782	Sarnia.....	1,873	2,281
New Richmond.....	710	649	Sault Ste. Marie.....	1,990	2,107
Port Alfred.....	845	733	Simcoe.....	1,113	824
Québec.....	9,730	8,897	Sioux Lookout.....	.....	129
Rimouski.....	1,694	2,257	Smiths Falls.....	382	444
Rivière du Loup.....	1,595	1,911	Stratford.....	415	528
Roberval.....	1,327	1,124	Sturgeon Falls.....	549	628
Rouyn.....	2,528	2,313	Sudbury.....	4,095	2,140
Ste. Agathe des Monts.....	329	282	Tillsonburg.....	548	400
Ste. Anne de Bellevue.....	712	539	Timmins.....	1,365	1,530
Ste. Thérèse.....	1,522	1,228	Toronto.....	32,350	30,181
St. Hyacinthe.....	1,295	972	Trenton.....	893	656
St. Jean.....	2,231	1,671	Walkerton.....	389	396
St. Jérôme.....	1,374	924	Wallaceburg.....	265	521
Sept-Îles.....	1,198	1,086	Welland.....	2,054	1,900
Shawinigan.....	2,730	2,906	Weston.....	3,224	2,636
Sherbrooke.....	3,859	3,603	Windsor.....	6,290	7,089
			Woodstock.....	572	760

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,
AT JUNE 28, 1963**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) June 28, 1963	Previous Year June 29, 1962		(1) June 28, 1963	Previous Year June 29, 1962
Manitoba	16,701	13,747	British Columbia	42,359	41,645
Brandon.....	1,150	1,150	Chilliwack.....	960	1,305
Dauphin.....	717	599	Courtenay.....	522	541
Flin Flon.....	196	150	Cranbrook.....	617	837
Portage la Prairie.....	445	531	Dawson Creek.....	1,067	1,011
The Pas.....	251	280	Duncan.....	530	616
Winnipeg ⁽²⁾	13,942	11,007	Kamloops.....	876	1,035
Saskatchewan	9,682	10,088	Kelowna.....	723	556
Estevan.....	173	190	Kitimat.....	96	96
Lloydminster.....	195	144	Mission City.....	840	825
Moose Jaw.....	833	798	Nanaimo.....	738	702
North Battleford.....	501	489	Nelson.....	553	545
Prince Albert.....	1,240	1,083	New Westminster.....	5,914	6,490
Regina.....	2,725	2,366	Penticton.....	728	540
Saskatoon.....	2,552	3,484	Port Alberni.....	584	622
Swift Current.....	337	308	Prince George.....	1,280	1,398
Weyburn.....	158	166	Prince Rupert.....	800	638
Yorkton.....	968	1,060	Princeton.....	385	262
Alberta	23,804	21,927	Quesnel.....	559	903
Blairmore.....	345	366	Trail.....	690	570
Calgary.....	8,254	6,807	Vancouver.....	20,062	17,970
Drumheller.....	292	320	Vernon.....	751	844
Edmonton.....	10,819	10,135	Victoria.....	2,883	3,013
Edson.....	195	390	Whitehorse.....	296	326
Grande Prairie.....	930	870	CANADA	389,172	357,308
Lethbridge.....	1,215	1,326	Males	261,541	237,747
Medicine Hat.....	863	823	Females	127,631	119,561
Red Deer.....	886	890			

⁽¹⁾Preliminary subject to revision.

⁽²⁾Includes 147 registrations by the Magdalen Islands local office.

⁽³⁾Winnipeg includes Sioux Lookout as of November 1, 1962.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS, from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 439, May issue.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1963—April.....	4,146,000	3,580,100	565,900*
March.....	4,223,000	3,537,700	685,300*
February.....	4,246,000	3,525,500	720,500*
January.....	4,241,000	3,537,900	703,100*
1962—December.....	4,212,000	3,620,000	592,000*
November.....	4,094,000	3,719,800	374,200*
October.....	3,991,000	3,746,900	244,100
September.....	3,977,000	3,779,200	197,800
August.....	3,995,000	3,796,300	198,700
July.....	3,976,000	3,764,000	212,000
June.....	3,954,000	3,739,700	214,300
May.....	3,889,000	3,625,100	263,900
April.....	4,064,000	3,499,500	564,500

*By virtue of seasonal benefit class B, the claimant count during the seasonal benefit period may include a number of persons who were not represented in the insured population since last May. This explains, in part, unequal variations in the month-to-month movement of the employed and claimants. An additional factor is that the number of claimants is ascertained by actual count, in local offices across Canada, whereas the employed figure is an estimate.

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY
NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,
AND PERCENTAGE POSTAL, MAY 31, 1963**

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Percentage Postal	May 31, 1962 Total claimants
		1-4	5-13	14-26	27 or more*		
Canada.....	270,892	86,651	84,780	70,748	28,713	36.1	263,862
Male.....	185,998	59,520	61,463	47,477	17,538	39.8	181,219
Female.....	84,894	27,131	23,317	23,271	11,175	27.8	82,643
Newfoundland.....	8,518	1,746	2,954	3,072	746	71.5	9,885
Male.....	7,611	1,524	2,727	2,755	605	72.4	8,781
Female.....	907	222	227	317	141	63.7	1,104
Prince Edward Island.....	1,101	303	308	391	99	61.6	919
Male.....	740	211	197	262	70	69.2	607
Female.....	361	92	111	129	29	46.0	312
Nova Scotia.....	14,277	3,468	4,669	4,467	1,673	46.7	14,736
Male.....	11,157	2,820	2,789	3,479	1,069	47.1	11,874
Female.....	3,120	648	880	988	604	45.2	2,862
New Brunswick.....	13,558	3,502	4,750	4,091	1,215	59.3	12,386
Male.....	10,640	2,816	4,168	2,952	704	61.4	9,711
Female.....	2,918	686	582	1,139	511	51.7	2,675
Quebec.....	86,284	28,425	27,915	21,330	8,614	33.8	80,528
Male.....	62,054	19,714	21,139	15,849	5,352	37.4	57,346
Female.....	24,230	8,711	6,776	5,481	3,262	24.5	23,182
Ontario.....	81,248	28,879	23,321	19,665	9,383	25.5	79,848
Male.....	50,045	18,248	14,716	11,467	5,614	26.4	48,923
Female.....	31,203	10,631	8,605	8,198	3,769	24.1	30,925
Manitoba.....	12,820	3,852	4,014	3,800	1,154	34.7	12,570
Male.....	8,546	2,635	2,777	2,404	730	40.7	8,522
Female.....	4,274	1,217	1,237	1,396	424	22.5	4,048
Saskatchewan.....	6,138	1,561	1,741	1,974	862	47.2	6,669
Male.....	3,835	953	1,185	1,184	513	54.1	4,179
Female.....	2,303	608	556	790	349	35.8	2,490
Alberta.....	17,231	4,687	6,188	4,962	1,394	61.7	15,966
Male.....	12,037	3,329	4,626	3,299	783	66.2	11,199
Female.....	5,194	1,358	1,562	1,663	611	51.1	4,767
British Columbia.....	29,717	10,228	8,920	6,996	3,573	28.1	30,355
Male.....	19,333	7,270	6,139	3,826	2,098	32.5	20,077
Female.....	10,384	2,958	2,781	3,170	1,475	19.9	10,278

*The bulk of the cases in this group were on claim from 27-39 weeks.

Note: Values less than 50 subject to relatively large sampling variability.

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE,
MAY 1963**

SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	3,650	3,152	498	4,865	3,949	916	911
Prince Edward Island.....	530	444	86	780	646	134	82
Nova Scotia.....	4,735	3,706	1,029	5,576	4,554	1,022	909
New Brunswick.....	5,643	4,522	1,121	6,873	5,727	1,146	1,035
Quebec.....	40,288	27,725	12,563	43,794	34,790	9,004	11,382
Ontario.....	40,572	26,550	14,022	43,226	33,204	10,022	10,640
Manitoba.....	4,793	3,644	1,149	5,535	4,021	1,514	1,134
Saskatchewan.....	2,428	1,944	484	3,248	2,594	654	540
Alberta.....	6,539	4,629	1,910	8,349	6,465	1,884	1,873
British Columbia (incl. Yukon Territory)	13,733	9,380	4,353	15,043	10,895	4,148	3,083
Total, Canada, May 1963.....	122,911	85,696	37,215	137,289	106,845	30,444	31,589
Total, Canada, April 1963.....	175,594	125,017	50,577	190,717	163,112	27,605	45,967
Total, Canada, May 1962.....	138,439	92,945	45,494	153,463	119,826	33,637	31,384

*In addition, revised claims received numbered 41,350.

†In addition, 42,678 revised claims were disposed of. Of these, 3,604 were special requests not granted and 2,782 appeals by claimants. There were 9,341 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, MAY 1963

SOURCE: Statistical Report of the Operation of the Unemployment Insurance Act, DBS

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	92,198	2,267,884
Prince Edward Island.....	14,226	308,389
Nova Scotia.....	102,673	2,288,579
New Brunswick.....	110,382	2,528,299
Quebec.....	574,370	13,455,837
Ontario.....	448,214	10,647,621
Manitoba.....	84,729	2,016,537
Saskatchewan.....	48,967	1,153,007
Alberta.....	97,117	2,499,771
British Columbia (including Yukon Territory).....	159,752	3,980,688
Total, Canada, May 1963.....	1,705,628	41,146,612
Total, Canada, April 1963.....	2,328,024	57,583,100
Total, Canada, May 1962.....	1,893,197	45,409,414

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-5—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD 1 JULY 1941 TO 31 MARCH 1963

SOURCE: Unemployment Insurance Commission

FISCAL YEAR ENDED MARCH 31	CONTRIBUTIONS (Gross less refunds)				REVENUE				EXPENDITURE				BALANCE
	Employer & Employee		Government		Penalties	Interest on Investments	Profit or loss on Sale of Securities	Less Interest Paid on Loans	TOTAL NET REVENUE	BENEFIT PAYMENTS			BALANCE IN FUND
	\$	\$	\$	\$						Ordinary	Seasonal	Total	
To 1956	1,569,863,590.12	313,932,080.41	373,978,490.41	250,317.92	195,936,733.10	P. 1,109,057.58		2,081,191,779.13	1,137,191,123.43	(2,89,802,137.11		\$	854,198,518.59
1957	188,001,489.34	37,578,449.77	38,484,149.23	43,826.63	27,063,498.80	L. 1,024,412.77		231,671,851.77	201,196,163.03	30,099,525.67		\$	874,574,561.69
1958	192,395,405.61	38,545,149.23	39,456,149.23	46,685.92	27,957,804.99	L. 4,182,335.04		254,701,803.71	327,907,809.48	57,108,521.02		\$	744,200,124.87
1959	185,487,041.58	37,097,408.31	37,097,408.31	47,735.63	21,725,096.30	L. 10,115,171.51		234,242,110.31	362,155,761.67	116,475,316.00		\$	499,811,157.51
1960	228,615,701.68	45,723,140.33	45,723,140.33	51,775.86	16,851,856.16	L. 8,413,691.50		231,315,142.82	320,909,852.46	94,264,214.92		\$	365,892,232.95
1961	275,272,961.38	55,054,592.27	55,054,592.27	62,793.32	9,979,811.57	L. 7,268,567.88		332,698,334.06	406,727,775.91	107,177,948.44		\$	184,684,592.66
1962	277,788,764.47	55,557,752.89	55,557,752.89	90,050.21	6,799,614.50	L. 622,432.70		336,652,638.52	352,328,227.31	102,411,212.08		\$	66,598,051.79
TOTAL	2,917,424,957.18	583,486,573.21	583,486,573.21	593,185.49	306,367,505.42	L. 30,517,544.82	4,881,006.16	3,772,473,670.32	3,108,476,743.29	597,398,875.24		\$	66,598,051.79
April	19,660,989.95	3,942,768.50	3,942,768.50	6,726.15	144,965.75			23,754,550.44	34,163,174.00	17,492,882.36		\$	38,696,545.87
May	22,059,975.86	4,415,247.16	4,415,247.16	8,029.93	81,780.82			26,561,040.77	31,283,662.89	14,125,751.00		\$	19,851,162.75
June	23,021,326.30	4,415,616.48	4,415,616.48	7,831.89	56,970.46			27,501,857.13	17,847,141.42	862,040.00		\$	28,643,838.46
July	25,871,353.65	5,098,253.73	5,098,253.73	8,442.69	117,640.40			31,095,690.37	14,461,862.80	49,693.00		\$	45,227,973.03
August	25,029,471.22	5,266,940.06	5,266,940.06	8,709.81	178,626.70			30,493,837.79	15,866,722.40	11,324.00		\$	59,833,764.42
September	23,512,929.04	4,700,632.33	4,700,632.33	8,376.25	24,869.88			28,446,935.05	12,657,379.93	6,821.00		\$	75,616,370.94
October	24,803,824.36	4,961,834.36	4,961,834.36	10,044.48	291,027.37			30,065,935.05	15,748,583.61	4,865.00		\$	89,928,587.38
November	24,368,093.73	4,876,035.37	4,876,035.37	10,238.92	333,890.42			29,588,260.44	18,931,161.63	2,508.00		\$	100,583,175.19
December	25,639,478.33	4,823,110.29	4,823,110.29	8,121.35	363,845.90			29,478,741.19	26,067,540.65	5,008,049.71		\$	98,925,376.02
January	25,639,478.33	5,202,356.77	5,202,356.77	8,313.55	337,486.28			31,387,654.93	45,296,079.32	13,263,816.37		\$	71,803,065.26
February	21,800,585.06	4,358,127.96	4,358,127.96	8,313.56	214,465.74			26,381,492.32	42,734,599.93	16,007,118.18		\$	39,442,839.47
March	26,180,984.10	5,225,093.24	5,225,093.24	10,244.82	120,737.66			31,537,109.82	45,050,195.56	18,236,928.38		\$	9,692,828.35
Sub-Total	(1,286,430,081.73	57,256,016.34	57,256,016.34	103,483.30	2,466,366.38			346,285,947.75	318,119,374.19	85,071,797.00		\$	9,692,828.35
TOTAL	3,203,855,038.91	640,772,589.55	640,772,589.55	696,668.79	308,833,871.80	L. 30,517,544.82	4,881,006.16	4,118,759,618.07	3,426,596,117.48	682,470,672.24		\$	9,692,828.35

TOTAL \$286,430,081.73

BULK \$167,283,897.59

METER \$18,651,201.88

(1) STAMPS \$100,494,982.26

(2) SUPPLEMENTARY BENEFIT TO 31 DECEMBER 1955.

SENIOR ADMINISTRATORS

are required

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To assume responsibility for the administration of the new Manpower Consultative Service.

Six positions will be filled carrying a salary range from \$8,310 to \$15,800 per annum.

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Qualifications

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- At least one of the two more senior positions requires satisfactory knowledge of both French and English.

Applications should be sent to the Civil Service Commission, Ottawa 4, referring to Competition No. 63-526.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1962—July.....	131.0	127.0	135.1	112.9	140.7	158.4	147.8	117.9
August.....	131.4	128.4	135.1	112.7	140.8	158.2	147.8	118.0
September.....	131.0	126.8	135.2	113.3	140.3	158.2	147.6	118.0
October.....	131.5	127.2	135.4	115.6	139.9	160.0	147.8	118.0
November.....	131.9	127.7	135.6	116.0	140.6	159.8	148.2	117.8
December.....	131.9	127.8	135.7	115.8	140.2	159.8	148.2	117.8
1963—January.....	132.0	129.0	135.9	114.7	139.8	159.8	148.6	117.8
February.....	132.1	129.4	135.9	114.8	139.6	159.9	148.6	118.0
March.....	132.1	128.9	136.0	115.6	139.6	159.9	148.6	118.0
April.....	132.3	128.9	136.0	115.7	139.2	162.1	148.0	117.9
May.....	132.3	128.3	136.0	115.6	140.6	162.6	148.8	117.8
June.....	132.8	129.7	136.0	116.0	140.3	162.7	149.3	117.8
July.....	133.5	132.5	135.9	115.7	140.7	162.6	148.8	118.2

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA
AT THE BEGINNING OF JUNE 1963**

(1949=100)

	All Items			Food	Housing	Clothing	Transportation	Health and personal care	Recreation and reading	Tobacco and Alcohol
	June 1962	May 1963	June 1963							
St. John's Nfld. ⁽¹⁾	117.4	119.3	120.0	116.8	115.2	112.6	123.6	156.9	152.2	101.1
Halifax.....	129.6	131.3	132.0	126.4	134.9	125.9	138.9	163.6	165.7	124.5
Saint John.....	130.9	133.3	134.1	131.2	132.3	123.9	145.8	187.0	154.0	124.5
Montreal.....	130.5	132.1	132.8	135.3	135.2	108.6	159.5	169.5	143.7	118.7
Ottawa.....	131.7	133.1	133.8	130.6	137.5	120.4	152.8	169.1	142.8	123.9
Toronto.....	132.3	134.2	134.6	128.6	140.2	121.5	134.9	159.8	186.6	122.3
Winnipeg.....	129.1	129.4	130.1	129.9	128.6	120.8	134.1	174.8	139.0	120.3
Saskatoon-Regina.....	127.4	127.8	128.4	127.2	127.0	129.1	134.6	145.2	146.7	119.5
Edmonton-Calgary.....	125.9	127.1	127.6	124.5	127.1	124.4	129.6	163.9	145.1	119.5
Vancouver.....	128.4	131.5	131.8	130.2	135.1	119.4	139.9	150.6	149.4	120.9

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

⁽¹⁾St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to work stoppages. Workers indirectly affected such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 103, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1953-1963

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1958.....	251	259	111,475	2,816,850	0.25
1959.....	201	216	95,120	2,226,890	0.19
1960.....	268	274	49,408	738,700	0.06
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1962: June.....	27	53	14,522	256,210	0.23
July.....	26	48	16,867	133,580	0.12
August.....	37	57	11,565	74,380	0.06
September.....	23	47	10,509	121,930	0.12
October.....	22	44	10,031	121,230	0.11
November.....	29	47	9,525	75,270	0.06
December.....	14	28	3,565	55,110	0.05
*1963: January.....	9	24	4,559	79,780	0.07
February.....	22	37	7,002	75,280	0.07
March.....	18	32	5,207	34,080	0.03
April.....	25	42	8,562	47,180	0.05
May.....	28	44	6,214	30,300	0.02
June.....	40	63	7,302	78,400	0.07

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, JUNE 1963, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	1	120	720
Mines.....	5	1,034	7,660
Manufacturing.....	27	3,040	31,840
Construction.....	17	2,505	32,810
Transpn. & utilities.....	3	391	3,470
Trade.....	8	108	830
Finance.....			
Service.....	2	104	1,070
Public administration.....			
All industries.....	63	7,302	78,400

TABLE G-3—STRIKES AND LOCKOUTS, JUNE 1963, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	4	174	2,730
Prince Edward Island.....			
Nova Scotia.....	1	677	1,350
New Brunswick.....			
Quebec.....	13	2,272	18,530
Ontario.....	38	3,610	47,060
Manitoba.....			
Saskatchewan.....	1	150	800
Alberta.....	1	253	5,280
British Columbia.....	4	165	2,830
Federal.....	1	1	20
All jurisdictions.....	63	7,302	78,400

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1963

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			June	Accu- mulated		
FORESTRY Henry Selin Forest Products, Nassau Lake, Ont.	Carpenters Loc. 2995 (AFL-CIO/CLC)	120 (6)	720	720	June 17 June 24	Removal of foreman, working conditions, safety, seniority in hiring, other grievances ~ Return of some workers, replacement of others.
MINES <i>Metal</i> Solbec Copper Mines, Stratford Centre, Que.	Steelworkers Loc. 6256 (AFL-CIO/CLC)	172	3,870	15,790	Mar. 1	Wages, union security, other benefits in first agreement~
<i>Mineral Fuels</i> Dominion Coal No. 18 Colliery, New Victoria, N.S.	Mine Workers Loc. 7557 (Ind.)	677	1,350	1,350	June 4 June 6	Suspension of four workers for alleged refusal to perform work assignment~ Normal operations resumed with exception of suspended workers.
MANUFACTURING <i>Food and Beverages</i> David & Frere, Montreal, Que.	Commerce Employees Federation (CNTU)	529	4,760	4,760	June 17	Wages, hours~
<i>Textiles</i> Moose River Mills, Acton Vale, Que.	Textile Worker's Union Loc. 1576 (AFL-CIO/ CLC)	319	2,230	2,230	June 5 June 17	Wages, working conditions~ Wage increase, improved fringe benefits.
<i>Clothing</i> B.V.D. Company St.-Romuald, Que.	CNTU	264 (22)	790	790	June 6 June 11	Wages, union recognition~ 2c. an hr. or 5% on piece work, union recognized.
<i>Wood</i> Canada Flushwood Door, Terrebonne, Que.	Upholsterers Loc. 388 (AFL-CIO/CLC)	237	710	3,550	May 15 June 6	Wages, hours~5¢ an hr. increase 1st.-yr., 5¢ an hr. 2nd.-yr., 6¢ 3rd.-yr.; reduction in weekly hours from 50-48.
<i>Furniture and Fixtures</i> Ideal Upholstering, Montreal East, Que.	Upholsterers Loc. 402 (AFL-CIO/CLC)	415	2,490	2,490	June 5 June 13	Wages, hours, job reclassification, pension plan~3¢ an hr. increase on basic rate, 3¢ an hr. every six months to maximum of classification, new job classifications to be set with increased rates.
<i>Paper</i> Dontar Packaging, Toronto, Ont.	Chemical Workers Loc. 595 (AFL-CIO/CLC)	278 (13)	5,560	5,560	June 2 July 2	Wages, compulsory overtime, working conditions~ 6¢ an hr. across the board 1st.-yr. 4¢ an hr. 2nd.-yr.
<i>Metal Fabricating</i> Hart & Cooley Ltd., Fort Erie, Ont.	Steelworkers Loc. 3952 (AFL-CIO/CLC)	100	2,000	2,840	May 22	Wages, modified incentive bonus plan~
<i>Transportation Equipment</i> Northwest Industries, Edmonton, Cold Lake, and Nmao, Alta.	Machinists Loc. 1579 (AFL-CIO/CLC)	253	5,280	5,420	May 31	Wages, seniority rights~
CONSTRUCTION Toronto & District Marble Tile & Terrazzo Contract- ors' Assoc., Toronto, Ont.	Bricklayers Loc. 31 (AFL-CIO/CLC) Terrazzo Workers' Help- ers Loc. 56 (AFL-CIO)	556 (200)	9,480	9,590	May 31	Wages, retention of present system of hiring~
Toronto and District Trade Contractors' Assoc., Toronto, Ont.	Plasterers Loc. 117 (AFL-CIO/CLC)	253	4,300	4,300	June 6	Wages~
Kingston Builders' Exchange, Kingston and area, Ont.	I.B.E.W. Loc. 115 (AFL-CIO/CLC)	401	6,420	6,420	June 7	Wages in a new agreement~
Ottawa Builders' Exchange, Ottawa, Ont.	Labourers Loc. 527 (AFL-CIO/CLC)	525	6,830	6,830	June 10 June 27	Wages~Wage increase of 10¢ an hr. immediately, 7¢ May 1964, 8¢ Nov. 1964.

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1963

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			June	Accu- mulated		
Several general contractors, Ottawa, Ont.	Bricklayers Loc. 7 (AFL-CIO/CLC)	330	3,300	3,300	June 17	Closed shop clause in agreement~
Poole Construction, Saskatoon, Sask.	Labourers Loc. 890 (AFL-CIO/CLC)	150	600	600	June 25	Non-union sub-contractor~
TRANSPN. & UTILITIES Transportation Several automobile dealers, Toronto, Ont.	Teamsters Loc. 847 (Ind.)	148	3,330	20,940	Feb. 6	Union security, voluntary dues check-off~
Gibseo Transport, Hamilton, Ont.	Teamsters Loc. 879 (Ind.)	242	120	120	June 5 June 5	Union recognition~Pickets withdrawn.

Figures in parentheses indicate the number of workers indirectly affected.



CANADA

THE

LABOUR GAZETTE



Royal Commission on Disruption of Shipping (p. 775)

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CANADA

Vol. LXIII

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(Continued on page three of cover)

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Municipal Winter Works Incentive Program

1962-63 program provided 6.1 million man-days of work, almost 400,000 more than number during 1961-62 program; 145,200 men were hired during period of program—October 15 to May 31

The Municipal Winter Works Incentive Program provided an estimated 6,171,606 man-days of work during the period October 15, 1962 to May 31, 1963. This was almost 400,000 more than the number provided during the period of the 1961-62 program: 5,784,374.

An estimated 145,202 men were hired during the period of the 1962-63 program, compared with an estimated 145,471 during the previous winter's program.

Under this program the federal Government offers an incentive to municipalities to undertake public works projects during the winter by paying 50 per cent of direct payroll costs incurred during the period of the program on accepted winter works projects. Projects accepted during the 1962-63 season totalled 8,075, compared with 8,247 under the 1961-62 program.

All of the provinces, as well as the Yukon and Northwest Territories and a number of Indian Bands, participated in the 1962-63 program. Several of the provinces provided a supplement to the federal contribution as a further incentive. Prince Edward Island, Ontario, Saskatchewan, Alberta and British Columbia contributed 25 per cent of direct payroll costs; Quebec 40 per cent of direct payroll costs. British Columbia contributed an additional 25 per cent in respect of wages paid to persons employed under the program who had been receiving welfare assistance for a specified period; Manitoba 25 per cent of direct payroll costs in respect of unemployed persons not entitled to unemployment insurance who were employed on accepted projects, and 50 per cent in respect of persons who had been getting social allowances for a specified period before they were employed under the program.

The estimated total cost of projects during the period of the program was \$291,817,000, compared with \$244,763,000 in 1961-62. The estimated direct payroll cost of projects during the period of the program was \$91,392,000. In 1961-62 it was \$81,395,000. The estimated federal Government share of direct payroll costs was \$45,294,000 compared with \$40,417,000 during the previous season.

In the number of man-days work estimated to have been provided during the period of the program, Quebec led the

provinces by a large margin: 2,843,145 man-days compared with 1,262,876 man-days for Ontario, the next province on the list.

The number of man-days work provided in other provinces was estimated to be: British Columbia, 607,446; Alberta, 593,839; Saskatchewan, 421,031; Manitoba, 224,876; New Brunswick, 72,735; Newfoundland, 66,567; Indian Bands, 28,028; Northwest Territories, 2,640; and Yukon, 120.

In the number of men estimated to have been hired, Quebec's lead was still more striking—68,488 compared with Ontario's 22,303.

Quebec also headed the list of projects accepted, with 2,386. Participation by other provinces or territories, in descending order of number of projects accepted was: Saskatchewan, 1,561; Ontario, 1,529; Alberta, 919; British Columbia, 799; Manitoba, 343; New Brunswick, 179; Newfoundland, 126; Indian Bands, 85; Prince Edward Island, 64; Nova Scotia, 59; Northwest Territories, 23; and Yukon, 2.

The Municipal Winter Works Incentive Program will be in effect again during the coming winter. But a number of changes designed to increase its effectiveness were announced by the Minister of Labour in the House of Commons on June 10. The changes were:

—A raising of the ceiling on the federal incentive payment for buildings and major renovations from \$50,000 to \$100,000 in order to help municipalities to plan the inclusion of larger buildings in the program.

—An increase in the incentive payment from 50 per cent to 60 per cent of payroll expenditures for municipalities in designated areas, to encourage a higher level of winter employment in those areas.

—A shortening of the period of the program, formerly 7½ months, to 6 months, November 1 to April 30 inclusive.

When announcing the changes, the Minister said the duration of the program was being shortened "in the full expectation that just as much or more can be done to better effect in this shorter period of time." To further this objective, he said, the program was being announced at this early date so that municipalities would be able to advance their planning for next winter as much as possible.

50 Years Ago This Month

Wage increases widespread in Eastern Canada, few in Western Canada, in second quarter, 1913. Some reductions in hours

Wage increases, some up to 10 per cent, were widespread in Eastern Canada during the second quarter of the year, it was reported in the LABOUR GAZETTE of September 1913. A number of reductions in hours of work were also reported.

In Western Canada, however, wage increases were few.

"Considerable railway construction work was in progress, which provided employment for a large amount of unskilled labour," the report said, "but the general financial stringency resulted in the curtailment of much municipal work, and for this reason there was much unemployment among the labouring class, more particularly in Western Canada."

The largest group of workers to receive an increase was made up of about 9,000 employees of the CPR's mechanical departments on Eastern lines. The increase amounted to about 10 per cent, and affected machinists, boilermakers, blacksmiths, brass-workers, buffers, sheetmetal workers, steam-fitters, plumbers, general car builders and carmen employed in the running department in the shops from Port Arthur to Saint John.

Only one wage change was reported in the mining industry, and this affected 500 above-ground labourers employed by the Acadia Coal Company in Westville, N.S., and the immediate neighbourhood. An increase of about 10 per cent went into effect on June 1, raising the scale for this class of employees from a range of \$8.50 to \$12 a week to a range of \$9 to \$13. "The company also reduced the price of explosives 6 cents per pound, which means an additional increase for the miners," the *Gazette* said.

A number of wage increases and some reductions in hours affecting more than 9,000 employees in the building trades were reported. Upwards of 2,400 workers in the clothing trades were given increases in wages during the quarter.

In Toronto, a strike of some 200 garment workers came to an end with a partial settlement that gave an increase of 10 per cent to general operators and of 20 per cent to cutters.

A strike of 2,000 garment workers in Hamilton was settled after 11 days, and as a result pressers received a scale ranging from \$14 to \$18 a week instead of the previous \$12 to \$15 a week.

Weather conditions were generally favourable for the Western grain crop, the LABOUR GAZETTE said, and in mid-August it was estimated that 12,000 men would be required for harvest work in Manitoba, where the crop was not good; about 26,000 in Saskatchewan, where the crop was excellent; and 18,000 in Alberta, where crop prospects were also very good. It was reported that in Saskatchewan there was very little trouble in getting the men required.

Price Index

During the second quarter of 1913 prices in Canada remained stable, but in January the Department of Labour index of prices was 3 per cent higher than it had been a year earlier.

The LABOUR GAZETTE published a summary of a report by the Department of Labour Statistics of the Board of Trade of the United Kingdom regarding rents and retail prices of foods paid by workmen in Great Britain and Ireland. The British report included a survey of food prices in a number of other countries, and the GAZETTE published a table comparing food prices in the various countries.

The table showed that, using 1900 as the base year, food prices in the United Kingdom had reached 109 by 1911, but in Canada they had reached 136. The greatest rise was in the United States, where an index number of 139 was reached. Figures for 1912 were incomplete and were not given for some countries. In the United Kingdom, however, the index in 1912 had jumped up to 115; in Canada it had reached 151, an increase of 15 points in one year.

The country in which the increase in prices of food between 1901 and 1911 (figures for 1900 were not available) was smallest, and the behaviour of prices most erratic, was Australia. There, the index, after reaching 109 in 1902, rose and fell several times, and in 1911 was only 103. Food prices in that country, however, jumped to 116 the next year, 1912.

NOTES OF CURRENT INTEREST

Automation Protection Plan Feature of Longshore Agreement

An "Automation Protection Plan" that permits the industry to take advantage of opportunities for automation and mechanization in exchange for extra job security for the union's members is the feature of a settlement last month of two disputes on the West Coast.

The Minister of Labour has described the agreement as "a precedent-setting settlement in the longshore industry in Canada, and a notable development in Canadian industry generally".

The disputes, between the International Longshoremen's and Warehousemen's Union and the Shipping Federation of British Columbia, and between the same union and the British Columbia Wharf Operators' Association, had been going on for more than a year. The disputes went through the conciliation officer and conciliation board stages, and through further direct negotiations before agreement was reached on August 6.

When releasing details of the settlements, the Minister said the settlement reached was a splendid illustration of negotiations between labour and management in a situation where technological change and new methods of operation have complicated working conditions in industry.

Agreements Expired Year Ago

The ILWU and the Shipping Federation have been bargaining for several years over reduction in the number of employees required to work cargo by mechanized procedure on deepsea ships. In negotiations over renewal of the agreements that terminated on July 31, 1962, union demands for a master agreement covering all phases of the industry became a major obstacle. Operators and coastwise docks were drawn into the bargaining.

The settlement provides for two master agreements effective for three years from August 1, 1963. The Shipping Federation agreement covers deepsea longshoremen on ship work and ancillary groups, and applies to the larger part of the 2,400 union members in the industry. The agreement with the Wharf Operators' Association applies to dock work and coastwise work formerly covered by a number of agreements with individual employers.

The two agreements were negotiated jointly and provide for increases in dock rates to give parity with ship rates over the three-year term, for identical and portable fringe benefits between the two agree-

ments and for interchangeable dispatch of employees in all phases of work covered by both agreements.

Automation Protection Plan

Under the Automation Protection Plan the union conceded substantial reductions in gang sizes on mechanized operations for ship work. The employers agreed to protect present union members on both ship and dock work from loss of employment opportunity because of technological change, by the following procedures:

1. A guarantee of employment based on 35 hours per week (this had been established by the previous Federation agreement).
2. Supplementary pension totalling \$10,-800 at \$300 per month for union members with at least 25 years service who may be retired at age 62 before 1969.
3. Supplementary pension totalling \$7,200 at \$100 per month for union members with at least 25 years service who before 1969 retire voluntarily after age 62 or on normal retirement at age 65, or for a member with at least 15 years service who retires on disability at any age.
4. Retraining and relocation required by effects of technological change.

The employers also agreed to:

—General wage increases totalling 44 cents an hour over the three years, and settlement pay in lieu of retroactivity for the Federation agreements which expired in 1962.

—Increased differentials for skilled classifications.

—Increases in dock work rates to achieve parity with ship work rates over three years, requiring adjustments up to 60 cents an hour for some groups.

—Pension payments of 16 cents a union man-hour to be paid under the Wharf Operators' Association agreement, as previously established under the Shipping Federation agreement, with employers in the Association given credit for any payments being made to their existing pension plans.

—Minor improvements in fringe benefits under the Federation agreement such as an increase of 1 cent an hour for the welfare plan, and acceptance of identical fringe benefits by the Wharf Operators' Association.

The union agreed to reorganize and reduce the size of deepsea ship gangs. With few exceptions there have been 13 men

to a gang (11 for discharge work at Vancouver). Now the basic minimum gang will be 8 men, and additional men will be added as required, such as an extra winch driver, 2 to 4 extra holdmen on loose cargo, and a lift truck operator in the hold. For a number of operations, mainly on bulk cargoes, smaller special gangs will apply, and there is provision for shift work on mechanized bulk operations including grain.

A single arbitrator would deal with any disputed manning, except the eight-man basic gang, and with disputed manning for new operations. Manning will be determined according to principles of safety, avoidance of speed-up and undue work burden, and employment of all the men necessary but no unnecessary men.

Honour Bill Jenoves on Completion Of 60 Years as Trade Unionist

William "Bill" Jenoves, President of the Toronto and District Trades and Labour Council since 1940 and one of the General Vice-Presidents of the CLC since the merger convention in 1956, was honoured at the Labour Council's annual Labour Day banquet.

He has completed 60 years as a trade unionist, 42 years as business agent of Toronto Local 2 of the Bricklayers, and 22 years as Council President.

He was a vice-president of the Trades and Labour Congress from 1947 until it merged with the Canadian Congress of Labour.

Mr. Jenoves came to Toronto with his parents from Scranton, Pa., in 1896. In 1899 he left school and became a bricklayer's apprentice, becoming a fully qualified bricklayer and joining Local 2 of the Bricklayers, Masons and Plasterers' International Union in 1903.

After holding most of the offices in the Local in turn, he became President in 1912. He worked in the United States for a time, but came back to Canada at the end of the First World War, and became business agent of the Local, a job he still holds.

Mr. Jenoves is a charter member of the Toronto Building and Construction Trades Council.

Frank Drea, labour reporter for the *Toronto Telegram*, has joined the Canadian staff of the United Steelworkers of America and will act as assistant to Murray Cotterill, Publicity Director. Mr. Drea was the first Canadian to win for his publication the Heywood Broun Award.

Congress Legislates to Provide Arbitration of U.S. Rail Dispute

Six hours before the scheduled August 29 beginning of a nation-wide railroad strike in the United States, President Kennedy signed into law a bill providing for binding arbitration of the two key issues in the protracted work-rules dispute: train-crew size and the continued employment of firemen that the railroads thought were no longer needed.

It was the first time in U.S. history that Congress had legislated compulsory arbitration in a specific dispute.

The bill, introduced in the Senate, went through all stages in both houses in less than a week. The Senate passed it by a vote of 90 to 2, the House by a vote of 286 to 66.

Six weeks earlier President Kennedy had suggested that the dispute be arbitrated by the Interstate Commerce Commission. The Senate rejected this proposal and substituted its own arbitration bill.

The new law provides for:

1. Appointment of a seven-man board of two members each from the railroads and the unions, and three public members, selected by the parties, or in the event of disagreement on this point, by the President.
2. Board hearings lasting up to 90 days and leading to binding settlement of the two main issues of train-crew size and firemen's jobs.
3. Adoption of the arbitration award at the end of another 60 days.
4. An additional 30 days in which no strike is permitted over secondary issues.

In effect, the law prohibits a strike for six months. The parties have that period in which to negotiate a settlement of several less critical issues. But at the end of the six months, the five operating rail unions would again be free to strike.

Armand Larivée of Asbestos Named CNTU Vice-President

The Confederation of National Trade Unions last month appointed Armand Larivée to the vice-presidency left vacant by the death in July of Daniel Lessard (L.G., Aug., p. 656).

Mr. Larivée is President of the National Federation of Mining Industry Employees (CNTU), of which he has been a member since 1935, when he began work at Canadian Johns-Manville Co., Limited, at Asbestos, Que. He was elected a director of his local in 1945, and President in 1958. He has also been active in the Sherbrooke Central Council of the CNTU.

Old Age Assistance Recipients Increase During Second Quarter

The number of persons in Canada receiving assistance under the Old Age Assistance Act, and the number receiving disabled persons' allowances both increased in the second quarter this year. The number receiving blind persons' allowances decreased during the quarter.

Old Age Assistance—The number of persons receiving assistance under the Old Age Assistance Act increased from 103,159 at March 31 to 103,310 at June 30, 1963.

The federal Government's contributions under the federal-provincial scheme totalled \$9,480,718.04 for the quarter, compared with \$9,491,314.90 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$298,524,337.07.

At June 30, the average monthly assistance in the provinces ranged from \$58.83 to \$62.84. In all provinces and the Territories the maximum assistance paid was \$65 a month.

Disabled Persons Allowances—The number of persons receiving allowances under the Disabled Persons Act increased from 50,621 at March 31 to 50,712 at June 30, 1963.

The federal Government's contributions under the federal-provincial scheme totalled \$4,885,423.65 for the quarter, compared with \$4,877,761.94 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$113,063,957.44.

At June 30, the average monthly allowance in the provinces ranged from \$63.56 to \$64.64. In all provinces and the Territories the maximum allowance paid was \$65 a month.

Blind Persons Allowances—The number of blind persons receiving allowances under the Blind Persons Act decreased from 8,634 at March 31 to 8,595 at June 30, 1963.

The federal Government's contributions under the federal-provincial scheme totalled \$1,215,983.96 for the quarter, compared with \$1,218,596.77 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$41,783,493.47.

At June 30, the average monthly allowance in the provinces ranged from \$58.71 to \$63.82. In all provinces and the Territories the maximum allowance paid was \$65 a month.

In Parliament Last Month

(page numbers refer to *Hansard*)

Announcement of the Government's intention to establish a trusteeship over the

Canadian maritime unions operating in the Great Lakes and the St. Lawrence Seaway, in accordance with a recommendation in the report of the Norris Industrial Inquiry Commission (see page 775) was made by the Minister of Labour on August 1, the day before Parliament adjourned (p. 2880).

The Minister said, however, that owing to the short time since the report had been issued, the only type of legislation that could have been prepared for immediate parliamentary action would have been general enabling legislation empowering the Government to take the necessary action under orders-in-council. Instead of taking this course, he said, "a decision has been taken to press ahead with the preparation of detailed legislation that is within the power of Parliament to enact, and which will be introduced for the immediate attention of the House on our return at the end of September."

The names of the six new members of the Atlantic Development Board were announced by the Secretary of State on August 2 (p. 2998). (A recent amendment to the Atlantic Development Board Act increased the number of members of the Board from five to eleven.) The new chairman is Ian Malcolm MacKeigan, Q.C., of Halifax, replacing Michael Wardell, who had been chairman since January 24 and who remains a member of the Board.

Among the bills introduced and given first, second and third reading during the month were: Bill C-91, to provide for an increase in the sessional allowances of members of the Senate and the House of Commons and in their allowances for incidental, travelling and other expenses (p. 2743, 2748 and 2790); and Bill C-92, to increase the salaries of judges of the Supreme Court of Canada, the Exchequer Court of Canada and the superior and county and district courts of the provinces (p. 2766, 2771 and 2790).

Among the bills that passed third reading was Bill C-72, to provide for the establishment of an Economic Council of Canada (p. 2954).

CORRECTION—In the July issue, page 557, in the article on the fifth meeting of the National Technical and Vocational Training Advisory Council, it was stated that the Minister of Labour, Hon. Allan J. MacEachen, officially opened the new Northern Alberta Institute of Technology in Edmonton. The Minister brought greetings and participated in the ceremonies, but the official opening function was carried out by Hon. E. C. Manning, Premier of Alberta.

The Norris Report

Hon. T. G. Norris, Industrial Inquiry Commission on Disruption of Shipping, recommends immediate imposition of temporary government trusteeship over maritime transportation unions

Immediate imposition of a temporary government trusteeship over the maritime transportation unions in Canada, or the maritime transportation sections of unions, was the main recommendation of Hon. T. G. Norris, who sat as an Industrial Inquiry Commission on the Disruption of Shipping (L.G., Aug. 1962, p. 908). His report was made public on July 15.

The trusteeship should be imposed by special federal legislation. In the term "maritime transportation" the Commission included also the operation of tugs, dredges, barges and ferries.

Among other recommendations, Mr. Justice Norris proposed rigid enforcement of the statutory prohibition against hiring halls, a ban on strikes and lockouts during the period of trusteeship, training of seamen by vocational schools, and that collective agreements in the maritime transportation industry terminate at the end of the shipping season, not in the middle of the year.

Nearly half the report was devoted to a chapter entitled, "Banks—His Dealings with Union Funds—His Methods and Control." At the end of this chapter, Mr. Justice Norris said:

[Hal C.] Banks [President, Seafarers' International Union of Canada] is capable, decisive, egocentric, intolerant and ruthless. He is of the stuff of the Capones and the Hoffas of whom the dictators throughout history, from the earliest times to the totalitarians, Hitler and Stalin, are prototypes. He is a bully, cruel, dishonest, greedy, power-hungry, contemptuous of the law. In his mouth, the use of the word "democracy" is sheer blasphemy. For him the "big lie" and the failure to remember are ever-ready weapons and shields.

Having read the evidence on this inquiry, one can readily accept [Michael] Sheehan's [founder and first President, Canadian Maritime Union] statement that Banks referred to the members of his union as "dumb bastards," for, brain-washing them as he did, he treated them as such.

Mr. Justice Norris blamed Canada Steamship Lines for giving countenance to Banks's methods.

Board of Trustees

Mr. Justice Norris recommended that the trustees should be three in number, none of whom should represent the labour organizations or the shipowners concerned in the disputes on the Great Lakes and the St. Lawrence Seaway that led to the appointment of the Commission.

"If the board of trustees is not an independent one, its consideration of matters under trusteeship might resolve itself into either a conflict between protagonists, leaving the chairman to make decisions; or a one-sided united front of interested parties against the chairman," the report said.

"I suggest that the chairman should be a person with wide legal experience and that an effort be made to have as a member of the board an economist with special knowledge of labour problems. The third member of the board could very well be a person with experience in transport," Mr. Norris said.

The trustees would have power to set up separate advisory councils consisting of representatives of seamen and representatives of shipowners, but the functions of such councils would be strictly advisory.

The report recommended that the duties of the board of trustees would comprise the following:

(a) To administer existing collective agreements, with such amendments as appear necessary from this report and as may be approved by the Canada Labour Relations Board.

(b) To supervise the re-negotiation of subsequent collective agreements by negotiating committees democratically elected by the members of the unions concerned.

(c) To take such steps with regard to the unions, after consultation with the seamen's advisory council, as may be necessary to bring about an assurance of democracy in the unions . . . [A revision of the constitution was included.]

(d) To operate the hiring halls and placement operations of the unions.

(e) To reform, when necessary, the administration of existing welfare plans.

(f) Generally to administer the business of the unions.

(g) To take all steps possible to bring about integration of the unions under trusteeship.

The Norris Industrial Inquiry Commission began its hearings on August 7, 1962 and, with a year-end recess from December 20 to January 7, continued with little interruption until March 15, 1963, with a special sitting at Ottawa on April 11, 1963. Hearings were held at Toronto, St. Catharines, Montreal and Ottawa.

By the time closing arguments were presented at its 107th sitting, the Commission had heard 187 witnesses. Some 839 exhibits were filed, and the transcript of its proceedings occupied 16,332 pages.

The trustees would have the widest powers, which would include the power to:

(a) Take over all the assets of the unions and of all holding companies and building companies in the names of which any such assets are vested, and the assets used by welfare plans of the unions.

(b) Investigate the financial affairs of the unions, including their bank accounts.

(c) Provide for the operation of the unions in such manner as [the trustees] consider in the best interests of the seamen and the public.

(d) Dismiss officers and employees of the unions and appoint others. [The report recommended that the President and other senior officers of the SIU of Canada, and the present administrator of the SIU Welfare Plan, should not be continued in office or employment in the union.]

(e) Effect proper economies in the operation of the unions.

The trusteeship act should provide against the transfer of union assets from the time of the publication of the report until the trustees have taken office. It should also prohibit, during the period of the trusteeship, all strikes and boycotts which, in the opinion of the trustees, would adversely affect the operation of the unions under trusteeship. The formation of new unions of maritime transportation workers during the period of trusteeship should be prohibited.

Other Recommendations

Other recommendations of the report were that:

—Until the trustees have assumed office, the provisions of Section 157 of the Canada Shipping Act and other sections of the Act that prohibit the operation of hiring halls be rigidly enforced, "that when the trustees have assumed their duties, the operation of those provisions be suspended, and that thereafter the Canada Shipping Act be amended to provide for the operation of hiring halls for maritime personnel under strict government supervision."

—The Canada Shipping Act should be amended to permit the check-off, with proper safeguards.

—The matter of the harassment of Canadian vessels in United States ports might very well be referred to the International Joint Commission for study and report.

—The Industrial Relations and Disputes Investigation Act be amended to provide that, "when there is an issue to be decided as to bargaining agents or collective agreements, a government-supervised vote of those members of unions affected shall be taken within 30 days of the end of every shipping season;" that collective bargaining agreements shall end at the end of the season and not in the middle of the year; and that no employer may enter into an

agreement with an uncertified bargaining agent. ("This would prevent the kind of organizing Banks has been conducting since he came to Canada, viz., through pressure on the employers to the exclusion of any real participation by seamen," Mr. Norris remarked.)

—The Industrial Relations and Disputes Investigation Act should also provide that a union may not be certified as bargaining agent for seamen if it has among its members both licensed and unlicensed personnel, and it should prohibit collective agreements between shipping companies and unions that have in their membership both licensed and unlicensed personnel.

—There should be legislation to provide for the government supervision and inspection of employee welfare plans.

—There should be repeal of the section of the Annual Vacations Act that states that the Act does not apply to "employment under a collective agreement entered into after the coming into force of this Act and containing provisions, approved by the Minister, for the granting of an annual vacation with pay."

—Arrangements should be made for the training of young seamen in the vocational schools of the provinces, especially since such training will become more important as vessels acquire more mechanical equipment. Earlier in his report Mr. Justice Norris had written:

The SIU has two classes of members—probationary and book members. There is no system of apprenticeship. Probationary members may speak at meetings, but have no vote. There is no justification for maintaining a segregation of members in this way, for the differentiation between members is not based on shipboard qualifications, but is purely arbitrary. There are no qualifications or tests of skill as between the two classes. The only requirement for advancement from the probationary member class to the regular or book member class is that the seaman shall have served eighteen months as a probationary member.

The larger ships that ply the Great Lakes are fitted with more complicated propulsion machinery and electric auxiliaries than the older types of lake vessels and the navigation equipment is more varied and complex. The field for technically trained personnel and the need for some system of training of seamen is apparent. The union does not provide any proper course of training for new seamen and it would appear that this is not within its field. Such being the case, there is no reason for maintaining the class of probationary members. When the union takes in probationary members, it takes them in as prospective new union members, not prospective new seamen.

It would seem that the emphasis should be on the opportunity which exists among seamen for shipboard promotion, and there is need for a system of training under government supervision so that seamen may be taught subjects to round out their general education and fit them to take training to the end that they may

obtain certificates as mates, masters or marine engineers. The history of trade-unionism on the Great Lakes indicates that this cannot be left to any union. It should be undertaken by government with the co-operation of management and labour so that graduates would take their places as full members of one of the trade unions, . . .

—The trustees should study and deal with the maintenance of two classes of union members, the heavy fees exacted, and the denial of the right to vote at meetings.

—Amendment of the Canada Shipping Act to provide for proper supervision of manning. The manning of vessels, which has been treated by the SIU as a matter for bargaining with the shipowners, is not a matter for collective bargaining but, under the Act, "a matter for the owners and masters of ships and should be subject to strict government regulation."

—Provision should be made that the constitution of every union whose members are employed in any maritime transportation undertaking over which the Parliament of Canada has jurisdiction shall be deemed to assure to members the right of access to the courts in cases where there is injustice, and that the fact that proceedings have been instituted by any such member shall not make him liable to disciplinary action by the union. "This inquiry has shown the need that members have proper protection from injustice on the part of union officials who obtain control of unions," the Commissioner wrote. A provision in the SIU constitution against recourse to the courts "is particularly oppressive when it is applied to prevent the righting of an injustice arising out of prejudice on the part of union officials who hear the member's complaint or when there is no ready access to union appellate tribunals . . ."

—There should be provision in the constitution that no member may be fined, suspended, expelled or otherwise disciplined by the union or any of its officers except for non-payment of dues, unless such member has been served with written specific charges, given a reasonable time to prepare his defence, and afforded a full and fair hearing.

—The St. Lawrence Seaway Act should be amended to provide that a labour organization which disrupts the operation of the Seaway in violation of a collective agreement should be liable to pay a substantial penalty, e.g., \$10,000 a day. The Act should prohibit secondary boycotts. A shipping company, owner, master, member of any crew, or any other person who causes a vessel to be left in such a position as to hinder transit in the Seaway or render it unsafe, should be made liable to pay a sum

(\$20,000 is suggested) for each day during which such offence continues, or in default of payment, to imprisonment for one year.

—Special counsel should be appointed "to review all the facts available with a view to ascertaining whether charges should be laid in the provinces of Quebec and Ontario against Banks, [L.J.] McLaughlin [SIU Vice-President] and others for conspiracy to prevent by unlawful means persons who wish to work in the business of shipping from working, and by such means unlawfully interfering with interprovincial and international trade."

—In connection with labour disputes, particularly when charges are laid, it should not be possible to have such charges withdrawn when a strike has been settled. Once laid, charges should be pressed to a conviction or an acquittal. In other words, the legal process should not be used as a weapon in collective bargaining, the Commissioner said.

On the question of taking steps to have Banks deported, Mr. Justice Norris, after remarking that "the mere removal of him from Canada would not be a solution to the basic difficulty," said that Banks, who had been granted the status of a landed immigrant in 1954, now has a Canadian domicile. He may not be deported unless he falls "within the very limited class of cases" referred to in Section 19 of the Immigration Act, "and this Section, limited as it is, does not apply to him."

There would seem to be some failure in co-ordination between the provisions of the Immigration Act and the provisions of the Canadian Citizenship Act in that, as in the case of Banks, a person having the status of a landed immigrant and having acquired domicile, but nevertheless having been refused citizenship on serious (other than mere technical) grounds (such as general lawlessness), may acquire a right to remain in Canada by mere effluxion of time. While this would seem to be a matter which should have the attention of Parliament, it is, in the opinion of the Commissioner, an incident only in the larger problem . . .

Background to Dispute

The first chapters of the 318-page report give an account of the events that led up to the struggle between the Seafarers' International Union of Canada and other maritime transportation unions on the Great Lakes and the St. Lawrence Seaway, and describe the persons involved.

In a chapter headed "Earlier History," an account is given of the struggle that began in 1944 between the Canadian Seamen's Union and the Seafarers' International Union of North America, to which the American Federation of Labour had just granted jurisdiction over seamen in all waters of North America, including Canada.

The fight between the SIU and the CSU continued until in December 1950 the Canada Labour Relations Board found that the CSU, being Communist controlled and directed, was not a trade union with the meaning of the Industrial Relations and Disputes Investigation Act (L.G. 1951, p. 190).

The present struggle, Mr. Justice Norris wrote in the subsequent chapter, had its inception with the effort of Banks to substitute the SIU for the National Association of Marine Engineers as bargaining agent for engineers on lake vessels. In October 1958, Banks set up the Licensed Division of the SIU of Canada, and in February 1959, the Canada Steamship Lines signed a collective agreement with the SIU Licensed Division in spite of the fact that that company had a collective bargaining agreement with NAME.

In July 1961 the CLRB refused the SIU's application for certification as bargaining agent for marine engineers because of "frauds committed by the SIU" (L.G. 1961, p. 916). In spite of this decision, and in spite of the valid agreements with NAME, all the shipping companies except Upper Lakes Shipping and its subsidiaries entered into collective agreements with the SIU Licensed Division.

In 1962 vessels of Upper Lakes Shipping, which were manned by the Canadian Brotherhood of Railway, Transport and General Workers and the Canadian Maritime Union, were subjected to harassment and their crews to beatings and intimidation. In retaliation, the CBRT, bargaining agent for employees of the St. Lawrence Seaway Authority, enforced a boycott against SIU-manned ships and disrupted shipping on the St. Lawrence Seaway System (L.G., Aug. 1962, p. 908). Mr. Justice Norris details this occurrence in a chapter headed "Events Precipitating This Inquiry."

Hal C. Banks

The chapter headed "Banks—His Dealings with Union Funds—His Methods and Control" takes up 158 pages of the 318-page report. It opens with a biography of the President of the SIU.

Banks was born in Iowa, U.S.A., on February 28th, 1909. Prior to coming to Canada, he had been in San Francisco and had been Assistant to Harry Lundeborg who was then the Secretary-Treasurer of the Sailors' Union of the Pacific, a division of the Seafarers' International Union of North America. Lundeborg was also President of that International Union.

Banks came to Canada in 1949 and was first organizer and then administrator of the Canadian District of the Seafarers' International Union of North America, his responsibility being directly to the Executive Board of the

Seafarers' International Union of North America. From 1949 to 1954, the Canadian District was operating under administration. In 1954, the Canadian District obtained a constitution from the Seafarers' International Union of North America which governed the operation of the Seafarers' International Union . . . In 1957, Banks became Secretary-Treasurer of the Canadian District. In 1961, the Seafarers' International Union of North America, Canadian District, became the Seafarers' International Union of Canada and was then completely autonomous with Banks as President.

"Banks' history in Canada has, from the early beginnings, been a history of union strife marked by acts of violence," the report says.

Later the report says:

Everything he did was for one purpose only—to maintain his hold on the seamen and to increase his own power. Contemptuous as he was of his members, he became contemptuous of public opinion, feeling sure that he would retain power in his union by all the means of control referred to, and could, with the support of his own parent body, whose president was high in the councils of the AFL-CIO, and with the support of the ILA, the MTD [the Maritime Trades Department of the AFL-CIO] (directed by Paul Hall and himself) and the MEBA [Marine Engineers Beneficial Association], continue to harass in the U.S. ports the only shipping company that had the courage to stand out against him and his gangsterism.

The facts that the president of his parent body supported him, and that the largest lake shipping company controlling the competitive situation in lake transport gave countenance to his methods, encouraged him to believe that public opinion was of no importance and that he was immune to successful attack.

In his conclusions to the report, Mr. Justice Norris said in part:

It should always be remembered that this strife, all this lawlessness—the unlawful picketing, the intimidation and violence in Canada and the United States, all the litigation in Canada and the United States, the international difficulty requiring the attention of the heads of two great nations—is not an effort to right any wrong nor to assist seamen, but is part of an irresponsible campaign to maintain one rapacious and violent man, Banks, in power as a dictator.

The combined effort of the unions supporting Banks is to hold for him monopoly control of all the seamen and over all the shipping companies, and consequently over all maritime trade on the Great Lakes and St. Lawrence River System.

Banks gained his absolute control in his union through the misuse of union funds, the hiring halls, the Do-Not-Ship and Report-of-Charges cards, and the welfare fund, the report says. "He and his union operated the Vacation Pay Plan unlawfully and contrary to the directions of the Minister of Labour.

"Under Banks' control," Mr. Justice Norris continued, the SIU has become "less and less a trade union and more and more a mere hiring agency, operated by Banks through fees extracted from the wages of

the crew members supplied through the hall. An effort is now being made to bring vacation pay under the sole control of the union, and if this trend continues, it is within the bounds of reasonable possibility that the next step will be an effort to have the seamen's wages paid to the union for distribution. Thus Banks' control over the maritime labour force would become absolute . . ."

It was at the conclusion of this chapter that Mr. Justice Norris likened Hal Banks to "the Capones and the Hoffas."

Hiring Halls—"The SIU hiring halls are the most important of the devices through which Banks exercises control over the SIU membership," the report says.

The collective agreements in force with the lake carriers state that hiring may be done through the office of the union, or the Seamen's Section of the National Employment Service; or, if the union is unable to supply men within three hours of sailing time, the company may itself engage them. Evidence given before the inquiry showed that in practice all hiring is done through the SIU hiring halls.

This complete union control over hiring, the report says, was achieved through the "National Shipping Rules" adopted in 1953. These rules do not form part of the collective agreements, and are not a part of the union constitution as such. "Rule 5 . . . is the fundamental one. It specifies that all men must register to ship, and all jobs must be filled through the hiring hall."

DNS and ROC Lists and Cards—"One of the most cruel and oppressive instruments of control used by Banks was the DNS (Do Not Ship) Lists and ROC (Report of Charges) cards, which latter, as was made abundantly clear in the evidence, are a mere sham to camouflage by an appearance of fairness, a system which had been condemned by the courts," the report says.

Evidence was given before the Commission that up to January 4, 1951, some 2,042 seamen had been placed on the DNS list . . . At the rate that seamen were being placed on the DNS list up to January 1951, it is quite likely that another 2,000 or so seamen had been added to the list by 1954.

Banks gave evidence that in 1954, the DNS list was destroyed and a "Report of Charges" system was introduced. There was ample evidence that the "Report of Charges" system was nothing more nor less than a continuation of the old DNS list system. It would appear that this oppressive system was applied in the case of a great many more seamen between 1954 and 1962.

Violence and Intimidation—Under the heading "Violence, Intimidation and General Lawlessness," Mr. Justice Norris devotes seven pages of the report to an account of beatings and acts of intimidation in connection with the struggle between the maritime transport unions. "Through the story of these lawless acts as to which evidence was given, there was one factor common to all, viz: that the victims were either in active opposition to the SIU, or were associated with companies or unions that opposed the SIU, or were otherwise in disfavour with the SIU. In some cases, the persons responsible for these acts indicated that they were members of the SIU, or that their activities were on behalf of the SIU."

The Welfare Plan—The report calls the SIU Welfare Plan "an instrument whereby Banks has been enabled to maintain and increase his control over the members." It criticizes the lack of proper supervision of the plan by the trustees of the welfare plan, some of whom were appointed by the union and some by the shipping companies.

In his criticism of the trustees, the Commissioner says that it does not "involve any question of their personal integrity." But "the failure of the trustees in the performance of their duties as such not only placed the plan in jeopardy, but . . . it was possible for Banks to use the plan as an instrument of control over the members of the union."

The Vacation Pay Plan—"The vacation pay plan was another means through which Banks exercised control over the union members," says the Commissioner.

The Annual Vacations Act, passed in 1958, established the right of an employee who fulfils the service requirement prescribed in the Act to an annual vacation with pay, and, on termination of employment, to vacation pay in respect of any period of employment for which a vacation had not been granted. The Act provided also that it would not apply to employment under a collective agreement containing vacation provisions approved by the Minister of Labour.

The collective agreements entered into with the shipping companies in the fall of 1960 contained a provision that the companies were to remit vacation pay to the SIU Vacation Pay Fund. Application was made for the Minister's approval of the annual vacation provisions. The Minister was not prepared to approve a plan that placed the distribution of vacation pay in the sole control of the union, and set out four conditions necessary for approval. The

first was that a union-management board of trustees should administer the vacation pay plan.

The failure of the companies, once the vacation pay plan had been approved by the Minister of Labour, to accept any responsibility for carrying it out is criticized by Mr. Norris. "Not only did they fail to appoint trustees, but after paying into the account established by the union, they did not ask for the statements of payments to their employees which they were entitled to receive under the plan," he says.

On May 16, 1961, Banks wrote to each of the companies informing them that a bank account had been opened under the name of "Seafarers' International Vacation Pay Fund," and instructing them in remitting vacation payments to make the cheque payable to the above-named fund.

Payments had been made to the union without any authority whatsoever even before Banks' letter of May 16, 1961. In June 1961, funds began to flow into the union in relatively large amounts

As the conditions laid down by the Minister in accordance with the Annual Vacations Act had not been complied with, the shipping companies had no right to pay the money to the union as requested by Banks. Banks and other officials of the SIU, in taking the money and putting it in a union account and subjecting it to withdrawal on the signature of union officials, were guilty of what was, in effect, an unlawful conversion of moneys.

Canada Steamship Lines

The report contains some reflections on the part played by Canada Steamship Lines, much the largest of the shipping companies operating on the Seaway and the Great Lakes, in the SIU's success in gaining its control over the industry.

The SIU of Canada gained its control largely because of the attitude of the CSL in its support of Banks and its failure to stand out against his unlawful acts and the unlawful acts of certain of his union members. Because of the fact that the CSL had withdrawn its membership and support from the Association of Lake Carriers, Banks was able to force acceptance of his demands by strikes or threats of strikes, or by so-called "prayer meetings," by intimidation and violence, all of which were used against one or two members of the Association at a time rather than against all of the members engaged in bargaining together.

Again, the report says that the evidence given at the inquiry showed that "although the other major shipping companies were subjected, throughout the period under inquiry, to constant harassment, strikes, illegal walkouts . . . , the Canada Steamship Lines, apart from a minor incident in 1954, was left completely free from such activity. At various times throughout the period, while other shipping companies were suffering from this harassment by the SIU, and were

under the constant threat of illegal walkouts . . . , the evidence of the Canada Steamship Lines was to the effect that throughout the same period their relationship with the SIU was a very good one."

The Commissioner says that evidence given "indicates clearly the control which Canada Steamship Lines had over the situation, and that whatever terms in the collective bargaining agreements were agreed upon between the Canada Steamship Lines and Banks, both as to licensed as well as unlicensed personnel, perforce became the terms which the other shipping companies must accept."

In connection with the attempt made by the SIU of Canada illegally to take over the National Association of Marine Engineers, the report says that when the National President of the NAME told the Personnel Manager of the CSL that its action in signing an agreement with the SIU was illegal, the Personnel Manager told him that "there would be merely a fine if the company was found guilty."

Internal Operations and Membership Dues

In a chapter on the internal operation of the maritime unions, the report compares the methods of operation and the scale of dues charged to members of the CBRT and the CMU, on the one hand, and of the SIU, on the other. "In the SIU of Canada, there was no real democracy, there was the facade and nothing more . . . A close examination of the affairs of the CLC, the CBRT and the CMU . . . indicates that they were run in a thoroughly democratic manner."

Regarding the dues and initiation fees levied by the three unions, a table shows that a probationary SIU member has to pay during the first year of membership a total of \$279 in initiation fees, monthly dues, and assessments, and \$63 a year thereafter; a book or regular member, \$163 the first year and \$63 thereafter. CBRT members pay \$48 in the first year, and \$45 a year thereafter; and CMU members pay \$65 in the first year and \$60 a year thereafter.

Labour Combinations Supporting Banks

"It is surprising, in view of the history of Banks' operations in Canada, that so little investigation should have been made by international trade unionism before the forces of the MTD were committed to the support of Banks," the report remarks. Maritime organizations such as the SIU, the ILA, and the MEBA, "through the MTD, with the Teamsters, have been in the forefront in assisting Banks in his lawlessness."

In a chapter on "Inter-Union Relations," the report points to "a picture of the utmost confusion in labour policy, affiliation and loyalties. The story is reminiscent of the Mad Hatter's Tea Party in Alice in Wonderland."

The chapter notes from the evidence given at the inquiry that "there is on the face of it a close liaison between the CLC, the largest labour organization in Canada, and the AFL-CIO, as most of the CLC unions are affiliated also with the AFL-CIO." At the same time, whereas the SIU of North America is affiliated with the AFL-CIO, the SIU of Canada is not an affiliate of the CLC; and while the CLC supports its affiliates, the CBRT and the CMU, against the SIU of Canada, the AFL-CIO, through its MTD, supports the SIU of North America by picketing and otherwise, against the CBRT and the CMU.

The report also points out that the Teamsters Union, which has been expelled from both the AFL-CIO in the United States and the CLC in Canada, has representatives who are recognized as members of Port Councils in Canada of the MTD of the AFL-CIO; and whereas the MTD has no separate existence in Canada, the Port Councils oppose the CLC in Canada.

In his conclusions to the report, Mr. Norris says:

Correspondence has been quoted which indicates at least some unwillingness on the part of the AFL-CIO to grant to the CLC such autonomy, in respect of dealings by the last-mentioned body with its members which are affiliated with the AFL-CIO, as the CLC understood it had. Banks has asserted in evidence that the SIU of Canada has complete autonomy, and it is a little strange that the AFL-CIO should have any difficulty in recognizing for a large and responsible body such as the CLC the status which apparently it grants to the subordinate SIU of Canada.

The Canadian unions by establishing the CMU have done a service to the country in bringing out into the open the lawlessness of Banks. This is not a private quarrel between Upper Lakes and the CLC on the one hand and the SIU on the other. It is a matter of grave public concern that there should be an attempt to foist on Canada the rule of lawlessness in labour matters which exists in the Teamsters and ILA organizations in the United States and which is apparent in the combinations now operating against Canadian vessels in United States ports.

A little further on the report says: "Canada has benefited from international trade unionism in the past . . . People of Canada, trade unionists and others, will not easily permit the economy of Canada to be subjected to the changing winds of United States labour politics, with its varying alignments, its pressures and its struggles for position. It is proper, therefore, that there be recognition of the necessity for a workable autonomy in Canada for labour organizations, international or otherwise."

Changes in 1963 in Provincial Workmen's Compensation Laws

Five provinces amend Workmen's Compensation Acts. Quebec includes all employment except farming, domestic service. Ontario redefines "accident." Improved silicosis compensation provided

At the 1963 legislative sessions, Quebec, Ontario, Manitoba, New Brunswick and Prince Edward Island amended their Workmen's Compensation Acts.

Quebec extended compensation coverage to all employment in the province except in farming and domestic service and raised the minimum disability payment from \$15 a week to \$25. Ontario redefined "accident" to include more types of cases. Manitoba increased its vocational training appropriation from \$10,000 a year to \$30,000, and Quebec removed its \$300,000 annual limit on rehabilitation expenditures.

Improved silicosis compensation was provided in Quebec, Manitoba and New Brunswick. Ontario and Quebec reduced the waiting period to three days.

Coverage

With the repeal of two sections of the Quebec Act (Sections 78 and 113), on a date to be fixed by proclamation, the Act will be made applicable to any employment in the province except farming and domestic service, regardless of the number of workmen employed. The power enabling the Workmen's Compensation Commission to exclude industries in which not more than a stated number of workmen are usually employed will be removed.

At present, a considerable number of industries in Quebec, including shops, hotels and restaurants, are totally excluded from the Act, and others are exempted wherever less than a specified number of workmen are usually employed.

In Ontario, rural school boards, previously exempted, were brought under the Act. All school boards in the province are now covered.

Waiting Period

In both Ontario and Quebec, the waiting period was reduced from five to three days. When a workman is forced to be off work because of accidental injury for less than three calendar days, he is entitled to free medical aid, but is not eligible for compensation. When he is disabled for three days or longer, he is eligible for compensation from the date of the accident.

Disability Benefits

In Ontario, the maximum annual earnings of a workman on which compensation may be paid, and which may be included in the employer's payroll for assessment purposes, were increased as of July 1, 1963 from \$5,000 to \$6,000. Only one other province—Saskatchewan—has a \$6,000 wage ceiling. A \$5,000 ceiling is in effect in most of the other provinces.

Amendments to the Quebec Act fixed the minimum payment for total disability at \$25 a week, instead of \$15. They also provided that, where it is established to the satisfaction of the Commission that a workman is temporarily or permanently disabled as a result of the aggravation of an injury which had occurred more than five years before, compensation is to be based on his present-day earnings where they are greater than those on which his previous compensation was based. In either case, the degree of disability for which the workman had already been compensated must be deducted.

The amendments made to the Quebec Act in 1955, which were declared to apply only in case of accidents occurring after January 1, 1956, now apply to any accident, whether occurring before or after that date. The principal change made in 1955 was the increase in the percentage rate from 70 to 75 (L.G. 1956, p. 1289). The 1963 amendment allows disability pensions based on lower rates of earnings to be paid on the 75-per-cent rate.

Compensation for temporary partial disability under the Ontario Act is a weekly payment of 75 per cent of the difference in the workman's average weekly earnings before and after the accident. A change was made in the wording of this section of the Act, in line with the Board's administrative practices. The words "is able to earn" were replaced by the words "is physically capable of earning, as determined by the [Workmen's Compensation] Board," so that the section now provides that compensation is to be a

weekly payment of 75 per cent of the difference between the average weekly earnings of the workman before the accident and the average amount that he is earning or *is physically capable of earning, as determined by the Board*, in some suitable employment or business after the accident.

In New Brunswick, where disability pensions were upgraded in 1962, the section stating that, where a claim was reopened for weekly compensation after a lapse of two years, the Board had discretionary authority to pay the workman compensation on his current earnings was further amended to make it clear that compensation is to be paid according to the scale provided by the Act at the date of the reopening of the claim.

Ontario revised its definition of "accident" to include the words "disablement arising out of and in the course of employment," thus enlarging the Board's powers to award compensation for any work-caused injury or disablement. "Accident" is now defined, as in four other provinces (Alberta, British Columbia, New Brunswick and Prince Edward Island), to include (1) a wilful and intentional act, not being the act of the workman, (2) a chance event occasioned by a physical or natural cause, and (3) disablement arising out of and in the course of employment.

During the year, the Manitoba Board assisted in special studies with respect to the rehabilitation of injured workmen. In line with increasing activity in this field, the amount that the Board may spend for vocational training was increased from \$10,000 to \$30,000 in a year. In Quebec, the provision limiting expenditures for rehabilitation to \$300,000 a year was repealed, leaving the Commission free to spend whatever amount it thinks proper.

Silicosis

In Quebec, the minimum period during which a workman must have been exposed to the inhalation of silica dust in his work in the province, in order to be eligible for compensation for silicosis, was reduced from five to two years. Amendments in Manitoba allow the Board to reconsider claims for compensation for silicosis that were previously rejected because they were not made within a year after the workman left his employment in the industry in which he was exposed to silica dust, or because he had ceased to be resident in Manitoba before becoming disabled.

A workman who had left Manitoba before becoming disabled from silicosis may make a claim under this section and, if the Board

considers that exposure in Manitoba was a major factor in bringing about his disablement, it may grant him compensation.

In New Brunswick, the monthly benefit payable under the special Act passed in 1955 to provide compensation for workmen who contracted silicosis before June 1, 1948 (L.G. 1955, p. 832), was raised from \$60 to \$75, effective from June 1, 1963.

Accidents Occurring Outside the Province

An amendment to the Quebec Act extended from 6 to 18 months the maximum period during which a workman may be employed outside the province and be protected by the Workmen's Compensation Act.

Under this section, a workman usually employed and residing in the province is entitled to compensation for an accident that occurs when he is employed outside the province, providing his employer's place of business is in Quebec and the employment outside the province is the direct continuation of employment in the province and in the service of the same employer.

The Act provides further that compensation is payable only if the workman is not entitled to compensation under the law of the place where the accident happens.

Death Benefits

There were several changes in the benefits payable in case of a fatal accident. In Quebec, the maximum amount payable for funeral expenses was raised from \$400 to \$600. In Ontario, allowances for children with one parent were raised from \$25 to \$40 a month, and for orphan children, from \$35 to \$50. These increase were made applicable from July 1 to all children in receipt of compensation.

In Prince Edward Island, a limit of \$170 on the monthly compensation payable to a widow and children, and a limit of \$120 on the monthly payment to a family of orphans, were removed. In the same province, the Board may, at its discretion, pay compensation to the age of 21 in respect of a child who is continuing his education, instead of 18, as previously.

The Quebec Act now permits a child to be paid compensation, without any re-

strictions as to age, so long as he is attending school regularly. This provision, which became effective on August 1, applies to all children receiving compensation, regardless of the date of the accident. For children who are not attending school, the age limit for the payment of compensation continues to be 18.

Other Changes

A further amendment in Quebec requires an employer to report an accident to the Commission within the next two working days, instead of within eight days after the happening of the accident, as previously. The notice must be written in the mother tongue of the injured person, if that is English or French, and otherwise in whichever of these languages he chooses. The notice must not be signed by the workman until all the blanks have been filled in, and the employer is required to give him a completed copy.

A doctor or hospital official attending an injured workman is no longer required to send medical reports to an employer included in Schedule 2 (those employers who are individually liable) but must still report to the Commission. If the injured workman or his employer requests a copy of a medical report, the Commission must send one to the doctor attending the workman or to the employer's physician, as the case may be.

When an industry is transferred from Schedule 2 to Schedule 1, with the effect that compensation for future accidents will be paid from the Accident Fund and not by the individual employer, the Commission may assume responsibility for the payment of claims resulting from previous accidents, provided that the employer or insurer pays to the Accident Fund a reserve established in accordance with the law in force at the time of the accident.

A further amendment in Quebec requires the Workmen's Compensation Commission to give reasons for its decisions.

Certain administrative changes were made in the Ontario Act. These enable the Board to award costs in proceedings before it, and give it increased powers of collection against employers.

50th Convention, International Association of Personnel in Employment Security

*Canada's Minister of Labour, U.S. Under Secretary of Labor
are keynote speakers; 1,400 delegates attend from 33 nations*

An outline of Canada's manpower development and training program was presented by Hon. Allan J. MacEachen, Minister of Labour, in an address to the 50th annual convention of the International Association of Personnel in Employment Security, at which he was one of two keynote speakers. The convention was held July 2-5 in Chicago.

Hon. John F. Henning, United States Under Secretary of Labor, the other keynote speaker, stressed the need for an active labour market policy to fill some 34,500,000 new jobs that will be required in the United States in the sixties.

C. A. L. Murchison, Commissioner, Unemployment Insurance Commission, Ottawa, emphasized that basic education together with technical and vocational training of both the employed and unemployed was an essential step in solving the unemployment problem.

Robert C. Goodwin, Director, Bureau of Employment Security, U.S. Department of Labor, discussed the major elements essential to any manpower program aimed at implementing a full-employment policy.

The 1,400 delegates came from the United States, Canada, and 31 other nations. The theme of the conference was "Record of Progress," and its 24 panel discussions embraced a wide range of topics.

George Toll, Long Beach, Calif., was elected President, succeeding Marcel Guay, Quebec Regional Director of the Unemployment Insurance Commission. Mr. Guay presided throughout the 50th convention.

Minister of Labour

"What we are experiencing is not a gradual and steady evolutionary change, but a dynamic revolution in the labour market," said Hon. Allan J. MacEachen, Minister of Labour, in his address to the convention.

Discussing Canada's manpower development program, he said that far-reaching technological advances were creating many of today's employment problems and that they would continue to do so in the future, both in the United States and Canada.

Because of the similarity in manpower problems of Canada and the United States, Mr. MacEachen thought the conference would like to hear "what we in Canada are currently attempting."

The Canadian program was intended to be a balanced attack, he said, "designed to reduce unemployment, promote manpower development and increase employment security, particularly in the cold winter months when we in Canada annually experience a serious rise in seasonal unemployment."

"The program recognizes that the growth of our economy and stimulation of employment—as in any country—can be facilitated greatly by general improvement of the levels of education and skill of our youth entering the labour force.

"We also recognize that the increased rate of technological change demands greater efforts toward retraining and adapting our existing labour force to new jobs and new processes."

He then outlined the Government's employment and development plan, unveiled in the House of Commons only three weeks previously (L.G., July, p. 552).

He pointed out that disruptions in employment because of technological change and seasonal fluctuations not only cause misery to the individual and his family, but also result in costly charges against the national economy. Therefore the federal Government was co-operating with the provinces in an expanded and accelerated training program.

In discussing the various individual training programs, he noted that apprenticeship training programs were lagging badly, and that more had to be done to raise the general educational level of the labour force to help workers adapt themselves to new skills and jobs when their current jobs become obsolete.

Mr. MacEachen emphasized the fundamental importance of the National Employment Service in the effective operation and administration in an integrated way of many of the Department of Labour's manpower programs.

In conclusion, he stated:

These are some of the measures we are taking to meet immediate and long-term needs of manpower adjustments with which we will be faced for some time to come. We know that as time goes by, other new and perhaps startling measures will have to be introduced. Just as we expect to produce a more flexible work force, we too will have to be flexible and ready to experiment.

We must be prepared where necessary to change our methods and our approach to our fundamental role of bringing employer and employee together. What may have been efficient and productive during periods of frictional unemployment may be entirely inadequate to meet the future needs of a new type of mature job seeker displaced by automation and advancing technology.

John F. Henning

United States Under Secretary of Labor John F. Henning stressed the need for an active labour market policy to fill the 34,500,000 new jobs that will be needed in the United States in the sixties.

He emphasized that an active labour market policy requires attention and action on a variety of programs, private and public. It must, he said:

- Examine, help to shape and, in turn, operate within the broad economic policies that are major determinants of growth and of the achievement of full employment.

- Pursue policies and operate programs for making an effective match of available jobs and available workers.

- Seek to develop and apply various income-maintenance programs to help meet manpower objectives.

For the effective matching of available jobs and workers and for the removal of barriers that hamper this process, comprehensive, specific and timely information services on labour market demand and supply conditions are essential; guidance and counselling are needed, and they should be initiated at the elementary school level; early warning of changes help to make necessary adjustments and reduce disruptive effects; and major research efforts are essential to provide a better understanding of key factors in the labour market and "to improve the availability and accuracy of current and projected information on occupation requirements and skill resources," Mr. Henning said.

Improved education standards are necessary, as an increasingly larger number of jobs cannot be filled adequately by workers lacking a basic minimum education. Skills required by the labour market are constantly changing, making training and re-training programs vital.

To assure the supply and quality of craftsmen required by the economy, apprenticeship programs should be stimulated and promoted to supply an adequate number of apprentices for each craft. Programs should be designed to attract and hold youngsters having the necessary aptitudes, he said.

To improve and assist geographic labour mobility, assistance should be provided to workers in the form of information, relocation aid and other services. Individual communities lacking sufficient job opportunities should be aided in attracting suitable industries or services, and in developing the new skills that may be required.

Programs to combat discrimination in all areas of training and employment should be conducted vigorously, to assure proper manpower development and prevent economic waste and welfare burdens.

Programs of proper income maintenance—such as unemployment benefits, retirement benefits, and others—should be improved, supplemented and adapted as required, to assist in the better utilization of potential manpower resources.

C. A. L. Murchison

Technical and vocational training of both employed and unemployed, in order to upgrade the skills of the labour force, is an essential step toward the solution of the unemployment problem, C. A. L. Murchison, Commissioner, Unemployment Insurance Commission, Ottawa, told the delegates.

Only one third of the jobs in the Canadian economy today are of the unskilled or semi-skilled type, he said, and it is estimated that by 1975, the figure will be only 12 per cent.

As soon as all the training establishments under the federal-provincial Technical and Vocational Training Program are finished, an annual output of nearly 300,000 graduates is anticipated, Mr. Murchison said.

"The National Employment Service assists in the work of selecting candidates for training," he said, "and it has been found that a significant proportion of the applicants fails to qualify for training in courses offered, due to the fact that they do not have the academic standing necessary for admission."

To increase productivity and compete effectively in the world's markets, a well-qualified labour force is essential, he reminded the delegates.

Robert C. Goodwin

Four major elements essential to any manpower program aimed at carrying out a full-employment policy were outlined by Robert C. Goodwin, Director, Bureau of Employment Security, U.S. Department of Labor.

The first of these was planning, he said. Manpower needs and resources must be

anticipated, as "we cannot forever be acting after the fact." He added:

This means we must have more up-to-date labour market information, including an improved early warning system of impending layoffs, particularly with respect to automation and technological changes. We need more knowledge of the extent, the character, and the impact of automation on employment and unemployment . . .

Such information would make long-range forecasts possible, and these "would provide us with the lead time necessary to undertake counselling, testing, training, and placement programs, to avoid economic hardship."

The second essential element, he said, is to help the labour force adapt to the projected long-range changes in occupational requirements, and to facilitate this, the forecast information should be interpreted for and made available to those who make the decisions leading to changes in skill supplies.

The third necessary element is to widen job opportunities, and this involves taking all necessary steps to remove those barriers that limit full utilization of manpower, he said. Some of these barriers were:

—Discrimination in employment or training on the basis of race, creed, colour, or national origin, which results in unemployment or employment below the worker's highest skills or capacities.

—Lack of knowledge of job or training opportunities.

—Inadequate counselling and placement facilities.

—Restrictive practices of one kind or another by employers or unions.

The fourth necessary element in a program of full employment, said Mr. Goodwin, is to "minimize" both unemployment and underemployment, and this requires two separate attacks, first to moderate cyclical unemployment by stabilizing income through an effective unemployment insurance program, and accelerating public works programs when needed; and second to correct structural maladjustments in the labour force arising from technological change and automation and from major shifts in consumer demands.

He said it was obvious there were no easy or rapid solutions to the problems being faced, and as the problems were of a long-range nature and cumulative, so would be the solutions.

Canadians Elected

District representatives of the Association for the coming year, who form the executive board, include a number of Canadians: H. J. Thompson, Manitoba; Edward Carr, Ontario; and Robert A. Murray, New Brunswick.

First-Half Wage Increases in U.S. Average 3 Per Cent

Negotiated wage increases in the United States in the first half of 1963 averaged 3.0 per cent, the U.S. Bureau of Labor Statistics reported last month, after an examination of major collective agreements (those covering 1,000 or more workers).

In the six months, major agreements were signed affecting about 1½ million workers. About three tenths of them received no increase; for the remainder, the average increase was 4.2 per cent.

Almost all of the workers affected by the no-increase settlements were in the 11 basic steel companies that gave compensating fringe benefits (L.G., July, p. 549).

In manufacturing the average increase was 3.2 per cent; in non-manufacturing, 4.2 per cent.

The larger increases in non-manufacturing were influenced by a double increase in 1963 for longshoremen on the Atlantic and Gulf

Coasts of 15 cents an hour in January and 9 cents due in October, and by increases for truckdrivers in the Philadelphia district totalling 12 to 30 cents an hour, depending on their trip destination or their job. Among other groups who received above-average increases were employees of airlines and retail trade.

A private survey conducted by the Bureau of National Affairs, Inc., showed that median wage settlements in the United States during the first half of the year amounted to 8 cents an hour, compared with an increase of 7.7 cents in the first six months of 1962.

A survey of major collective bargaining settlements in Canada—those affecting 500 or more employees—during the first half of this year appeared in the August LABOUR GAZETTE, page 675.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Total civilian labour force (a)</i>.....(000)	August	7,016	- 0.3	+ 2.2
Employed.....(000)	August	6,746	+ 0.1	+ 2.5
Agriculture.....(000)	August	774	- 0.1	- 2.9
Non-agriculture.....(000)	August	5,972	+ 0.1	+ 3.2
Paid workers.....(000)	August	5,538	+ 0.7	+ 3.4
At work 35 hours or more.....(000)	August	5,433	+ 3.9	+ 2.6
At work less than 35 hours.....(000)	August	627	- 1.9	+ 5.0
Employed but not at work.....(000)	August	686	-21.3	- 0.9
Unemployed.....(000)	August	270	- 7.9	- 3.6
Atlantic.....(000)	August	35	0.0	-12.5
Quebec.....(000)	August	108	- 3.6	+12.5
Ontario.....(000)	August	72	-11.1	-20.9
Prairie.....(000)	August	23	-23.3	+ 4.5
Pacific.....(000)	August	32	- 8.6	+ 3.2
Without work and seeking work.....(000)	August	252	- 9.4	- 4.2
On temporary layoff up to 30 days.....(000)	August	18	+20.0	+ 5.9
<i>Industrial employment (1949=100)</i>	June	127.2	+ 2.9	+ 1.8
Manufacturing employment (1949=100).....	June	118.7	+ 2.2	+ 2.2
<i>Immigration</i>	1st 6 mos.	41,444	—	+21.7
Destined to the labour force.....	1963	21,360	—	+24.1
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	August	55	- 9.8	+ 1.9
No. of workers involved.....	August	11,597	-32.2	+ 0.6
Duration in man days.....	August	73,340	-59.5	- 1.6
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.)....	June	\$83.62	0.0	+ 3.2
Average hourly earnings (mfg.).....	June	\$ 1.95	0.0	+ 3.7
Average hours worked per week (mfg.).....	June	40.9	- 0.7	- 0.5
Average weekly wages (mfg.).....	June	\$79.62	- 0.8	+ 2.7
Consumer price index (1949=100).....	August	133.9	+ 0.3	+ 1.9
Index numbers of weekly wages in 1949 dollars (1949=100).....	June	142.9	- 1.3	+ 0.8
Total labour income.....\$000,000.	June	1,857	+ 2.7	+ 5.9
<i>Industrial Production</i>				
Total (average 1949=100).....	July	184.7	-10.0	+ 1.5
Manufacturing.....	July	184.4	-11.3	+ 1.3
Durables.....	July	165.0	-13.4	+ 0.7
Non-durables.....	July	163.8	- 9.4	+ 1.7
<i>New Residential Construction (b)</i>				
Starts.....	August	11,253	-13.2	+11.7
Completions.....	August	8,689	+ 6.5	+14.1

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics, which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

Employment and Unemployment, August

Employment was estimated at 6,746,000 in August. As usual, there was little change from July.

Unemployment declined by 23,000 between July and August, to 270,000. The decrease in unemployment was concentrated among teen-agers, who had entered the job market in large numbers in June and July.

The estimated labour force in August was 7,016,000, an increase of 154,000 from a year earlier. Employment was 164,000 higher and unemployment slightly lower than in August 1962.

Employment

Both farm and non-farm employment remained stable between July and August. Within the total, however, there was a mixture of gains and losses for individual non-farm industries.

In comparison with a year earlier, non-farm employment in August showed an increase of 187,000, or 3.2 per cent. The number employed on farms was lower by 23,000, or 2.9 per cent. The largest employment gains over the year occurred in the service and manufacturing industries.

As usual, much of the seasonal pickup in employment during the summer months

has been among teen-agers. The major year-to-year gains, however, were among persons aged 45 years or more, particularly women in this age group.

Unemployment

Unemployment decreased by an estimated 23,000 to 270,000 between July and August. Nearly all of the decline was among persons 14-19 years of age, mainly reflecting reduced participation by students who were temporarily in the labour force during the summer months. The August unemployment estimate was 10,000 lower than a year earlier.

Of the 270,000 unemployed in August, some 188,000, or 70 per cent of the total, had been unemployed for three months or less. An estimated 30,000 had been seeking work from four to six months and 52,000 for seven months or more.

Unemployment in August represented 3.8 per cent of the labour force, compared with 4.1 per cent in August 1962 and 4.8 per cent in August 1961. In July the rate was 4.2 per cent.

Seasonally adjusted, the August unemployment rate was 5.6 per cent, down from 6.0 per cent in July.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	August 1963	August 1962	August 1963	August 1962	August 1963	August 1962	August 1963	August 1962
Metropolitan.....			5	4	7	8		
Major Industrial.....	1	2	14	14	11	10		
Major Agricultural.....			1		13	13		1
Minor.....		1	16	10	40	45	2	2
Total.....	1	3	36	28	71	76	2	3

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

CLASSIFICATION OF LABOUR MARKET AREAS—AUGUST

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		Montreal Quebec-Levis St. John's Vancouver-New Westminster and Mission City → WINDSOR	Calgary Edmonton Halifax Hamilton Ottawa-Hull Toronto → WINNIPEG	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	Oshawa	Farnham-Granby Joliette → LAC ST. JEAN Moncton New Glasgow Niagara Peninsula Peterborough Rouyn-Val d'Or Saint John SARNIA Shawinigan Sherbrooke Sydney Trois Rivières	→ BRANTFORD Corner Brook Cornwall Fort William- Port Arthur Guelph Kingston Kitchener London Sudbury Timmins-Kirkland Lake Victoria	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		Thetford-Lac Megantic and Ville St. Georges	Barrie Brandon Charlottetown → CHATHAM Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina → RIVIERE DU LOUP Saskatoon Yorkton	
MINOR AREAS (labour force 10,000 to 25,000)		Beauharnois Brampton Campbellton Dawson Creek Drummondville Gaspé Lindsay Newcastle Prince George-Quesnel Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Jean Summerside Valleyfield WOODSTOCK, N.B.	→ Bathurst → BELLEVILLE- TRENTON Bracebridge Bridgewater Central Vancouver Island Chilliwack Cranbrook Dauphin Drumheller Edmundston → FREDERICTON Galt Goderich Grand Falls Kamloops Kentville Kitimat → LACHUTE-STE. THERESE Listowel Medicine Hat Montmagny North Bay → OKANAGAN VALLEY Owen Sound Pembroke Portage la Prairie Prince Rupert St. Hyacinthe St. Stephen St. Thomas Sault Ste. Marie → SIMCOE Sorel Stratford Trail-Nelson Truro → VICTORIAVILLE Walkerton Woodstock-Tillsonburg Yarmouth	Swift Current → WEYBURN

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 491, June issue.

Rehabilitation in Denmark

Rehabilitation program in Denmark impresses Canadians who attended international rehabilitation congress there in June

Canadians who were in attendance at the ninth World Congress of the International Society for Rehabilitation of the Disabled, held in Copenhagen in June, were impressed by the rehabilitation program in Denmark.

Although great advances are taking place in work for the disabled in all parts of the world, the Scandinavian countries are regarded as having continually been in the forefront of this progress.

In Denmark, an active program has been in operation since 1872; the Society and Home for Cripples was the pioneer in this field. Established originally to help crippled and maimed children, this program was soon expanded to include adults. Today the Society has a large number of institutions providing combined medical, social and educational services.

This group, which acted as host for the World Congress, was also co-sponsor, with the World Commission on Vocational Rehabilitation of the International Society, of an International Seminar on Vocational Rehabilitation immediately following the Congress.

Walter Johannsen, Chief of Section, Ministry of Social Affairs, and Chairman of the Danish Co-ordinating Committee on Rehabilitation, was special speaker. Mr. Johannsen outlined the social services of Denmark that provide a background for the development of adequate services of rehabilitation.

He stated: "It is an important characteristic of the development of social policy in Denmark that social policy has largely been regarded as the responsibility of society . . . the State has often intervened with financial support after such work has been begun by voluntary effort. In many cases the State has undertaken full financial responsibility in such a way that the work is still being carried on by the voluntary organization subject to public supervision."

Much of the work is carried out under the provisions of special care services which, through State and voluntary groups, provide maintenance, treatment, education and training to specific groups of the handicapped. The National Assistance Act of 1933 placed an obligation on the State to provide for these groups. After the Second World War,

special legislation updated and expanded such services.

The first Disability Insurance Act provided for retraining of disability pensioners. The Rehabilitation Act of 1960 did away with the condition of disability insurance and extended rehabilitation services to all handicapped. Special placement officers are attached to all public employment exchanges. One of the problems recognized and common to all parts of the world is how to establish early contact with the handicapped individual.

On vocational training for the handicapped, Mr. Johannsen stated: "Formerly, we were of the opinion that the responsibility of the community in respect of the individual handicapped went no further than to give him, if possible, a training susceptible of ensuring him a reasonable living. This limited outlook, however, is becoming a thing of the past. We think that the higher degree of freedom in the choice of occupation, which in the course of time has become a fact for the non-handicapped, should apply also in the case of the handicapped. Also . . . in order to compete on equal terms with the non-handicapped, the handicapped should really have an initial advantage, as far as training is concerned . . . through an educational reserve."

Under the Danish Rehabilitation Act assistance may be granted for any conceivable training, if warranted. Mr. Johannsen believed it was well to use normal training facilities as far as possible and avoid isolating the handicapped from the normal community.

Denmark provides assistance, however, to special facilities to meet particular training needs.

The quota system, whereby an employer is required to employ disabled persons as a specific proportion of his staff, is not favoured in Denmark, although it has its advocates there as in Canada, as Mr. Johannsen explained.

Assistance for sheltered workshops and home employment for those disabled who cannot compete in the open labour market, are also provided.

In concluding, Mr. Johannsen explained that prosthetics and aids that facilitate daily living may be provided.

Older Worker Employment and Training Incentive Program

Government to pay incentive to employers who hire eligible older workers during three winter months. Conditions governing payment under employment and training program are announced

In recent years, more and more employers have discovered the value of hiring older workers because of their special qualities—mature judgment, knowledge gained from experience, stability, lower absenteeism, labour turnover and accident rates.

There are, however, some capable older workers, with many years of useful service ahead of them, who are encountering difficulty in obtaining employment because of a lack of training or marketable knowledge and experience in modern business and industry. Lengthy periods of unemployment tend to make it increasingly difficult for them to become re-established in permanent employment.

In order to assist such workers to return to gainful jobs, the Canadian Government has initiated a plan whereby incentive payments may be made to employers who hire certain eligible older workers between November 1, 1963 and January 31, 1964.

The incentive payment amounts to 50 per cent of the monthly wage paid or \$75.00 per month, whichever is the lesser amount.

Eligible older workers must be aged 45 or over, have been unemployed for at least six of the previous nine months and have exhausted regular unemployment insurance benefits.

The employer is required to give some training on the job and cannot apply for a wage rebate until he has had the eligible worker or workers in his employ for a period of three months. When his application is approved, he will receive a retroactive payment for the initial three-month period and monthly payments thereafter for a total period not exceeding twelve months.

The employer will apply, either in person or by mail, to his nearest National Employment Service office for the approval of his job opening as eligible for incentive payments under the program.

Older workers wishing to obtain employment under the incentive program should register with the National Employment Service, if they are not already registered. The local employment office will then be in a position to determine whether or not they are eligible under the provisions of the program.

The conditions governing the incentive payments may be summarized as follows:

1. Incentive payments apply to jobs that are insurable under the Unemployment Insurance Act, but employment by government at all levels and by government-owned business enterprises is excluded.

2. The employer must provide the worker with a significant amount of approved training on the job.

3. Where training on the job is inappropriate, the employer must undertake other approved training programs to assist the worker to continue in gainful employment.

4. The employer must have hired the worker during the period November 1, 1963 to January 31, 1964, and have employed the worker or his replacement for at least three months before the incentive becomes payable.

5. The worker must be 45 years of age or over and not in full-time employment at the time of hiring.

6. A worker must not be filling a job vacancy caused by the lay-off of another worker after September 1, 1963.

7. The worker must have been unemployed for at least six of the previous nine months and have exhausted regular unemployment insurance benefits.

8. The worker must have been registered for employment with the National Employment Service or have been in receipt of unemployment assistance or otherwise provide satisfactory evidence of attachment to the labour market during the previous nine months.

9. The worker must not be in receipt of retirement or pension benefits equivalent to, or higher than the universal old age pension.

10. The worker must be the only member of the family household for whom the incentive payment is made.

Full details of the Older Worker Employment and Training Incentive Program can be obtained from all local offices of the National Employment Service. A pamphlet describing the program has been published and is available from the National Employment Service or from the Department of Labour, Ottawa.

U.S. Equal Pay Act of 1963

Act signed by President Kennedy on June 10 is amendment to Fair Labor Standards Act of 1938, and adds to Act a new fair labour standard: workers doing equal work must get equal pay

On June 10, 1963, United States President Kennedy signed the Equal Pay Act of 1963. The new law, which is an amendment to the Fair Labor Standards Act of 1938, will be administered by the Wage and Hour and Public Contracts Divisions of the U.S. Department of Labor.

The purpose of the Act is stated as follows:

Sec. 2 (a) The Congress hereby finds that the existence in industries engaged in commerce or in the production of goods for commerce of wage differentials based on sex—

- (1) depresses wages and living standards for employees necessary for their health and efficiency;
- (2) prevents the maximum utilization of the available labor resources;
- (3) tends to cause labor disputes, thereby burdening, affecting and obstructing commerce;
- (4) burdens commerce and the free flow of goods in commerce;
- (5) constitutes an unfair method of competition.

(b) It is hereby declared to be the policy of this Act, through exercise by Congress of its power to regulate commerce among the several States and with foreign nations, to correct the conditions above referred to in such industries.

A fair labor standard—The new legislation amends the Fair Labor Standards Act by prohibiting wage discrimination on the basis of sex.

The Fair Labor Standards Act provides that workers must be paid a decent minimum wage; that if employees must work long hours, they must be paid at an overtime rate; and that children may be employed only under rigid conditions which protect their health and safety. In effect, therefore, the new law adds to the Act an additional fair labor standard: that employees doing equal work should be paid equal wages, regardless of sex.

Coverage—The Equal Pay Act applies to every employer having employees who are subject to a minimum wage under the Fair Labor Standards Act and to every establishment where such employees are employed. It protects both men and women against payment of a lesser wage rate than is paid to members of the opposite sex for equal work. The Fair Labor Standards Act covers an estimated 27,500,000 employees.

The standard for equal pay—The Act requires every employer having employees

subject to the Fair Labor Standards Act to pay equal wages within the establishment to men and women doing equal work on jobs requiring "equal skill, effort and responsibility, and which are performed under similar working conditions."

It does not prohibit payment of wages at lower rates to one sex than to the other where the differential is based on a seniority system, a merit system, a system which measures earnings by quantity or quality of production.

An employer may not reduce the wage rate of any employee to eliminate a prohibited wage differential based on sex; such a reduction is a violation of the Act.

A labor union may not cause or attempt to cause an employer to discriminate against an employee in violation of the Act.

Records—Employers are required to keep records on wages, hours and other items in accord with regulations issued by the Secretary of Labor.

Enforcement—Failure to pay equal wages for equal work results in cumulative back-wage liabilities. An employee may recover unpaid wages under the supervision of the Secretary of Labor or through court action brought by the Secretary or by the employee. It is a violation of the law for an employer to discharge or discriminate against an employee for filing a complaint or participating in proceedings under the Act.

Records required by the law must be available for inspection by representatives of the Wage and Hour and Public Contracts Divisions of the United States Department of Labor. Serious violation of the law may result in civil or criminal action.

An additional Assistant Administrator has been appointed to the Wage and Hour and Public Contracts Divisions, part of whose duties as head of the Office of Research and Legislative Analysis will be to prepare statistical data relevant to the Equal Pay Act.

Effective date—The Act provides a period of one year to allow time for adjustment to its provisions. Full compliance will be required from June 11, 1964. It allows, however, for the deferment of its application to employees covered by collective agreements in effect on May 11, 1963 until the termination date of the agreement, if not later than June 11, 1965.

Provisions in Collective Agreements in Canadian Manufacturing Industry

Department issues results of survey of collective agreements in establishments with more than 300 non-office employees

The Economics and Research Branch has just published a survey of a wide range of provisions in the collective agreements that regulate the wages, working conditions and other terms of employment in 361 establishments employing, at the time of the survey (January 1, 1962), a total of 274,660 non-office workers. The establishments selected were those with 300 or more non-office employees covered by a collective agreement.

The information is presented in 10 tables. Each of the first nine covers one broad subject; the tenth contains information on a variety of provisions that cannot be readily grouped under specific headings.

The survey showed that in 52 per cent of the establishments, with 53 per cent of the employees, seniority governed promotion when qualifications to perform the job were equal. In another 30 per cent of the establishments, with the same proportion of the employees, seniority was the deciding factor if qualifications for the job were sufficient, normal or average.

In layoffs, in 50 per cent of the establishments, with 55 per cent of the employees, the agreement stipulated that the senior employee would be retained if his qualifications for the job were sufficient, normal or average. In 34 per cent of the establishments, with 32 per cent of the employees, the senior employee was kept on if his qualifications were equal to those of employees with shorter service.

An examination of the union security provisions showed that a union shop was imposed in 19 per cent of the establishments with a like proportion of the employees. In 23 per cent of the establishments, with 22 per cent of the employees, a modified union shop prevailed (compulsory membership for new employees, with maintenance of membership for others).

In no less than 40 per cent of the establishments, with 45 per cent of the employees, there was no provision of any kind regarding union membership as a condition of employment.

There was no provision for preferential hiring of union members in 85 per cent of

the establishments, with 87 per cent of the employees.

All but 14 per cent of the establishments, with 11 per cent of the workers, had some kind of provision regarding check-off of union dues, but the type of provision varied greatly. The most common were a voluntary irrevocable check-off with an escape clause (17 per cent of the establishments and 20 per cent of the workers), and compulsory check-off for employees hired after a certain date (18 per cent of the establishments and 20 per cent of the workers).

In the matter of working hours, eight hours constituted a day in 83 per cent of the establishments, with 87 per cent of the employees; and the 40-hour week prevailed in 79 per cent of the establishments, with 80 per cent of the workers.

Only two establishments worked 10 hours a day, and they employed fewer than a thousand workers. Only two establishments with fewer than three thousand employees operated on a six-day week.

A large proportion of the establishments—76 per cent of the total with 79 per cent of the employees—paid time and a half for overtime work in excess of daily hours, and 42 per cent of the establishments, with 44 per cent of the employees, paid that rate after standard weekly hours were exceeded.

More than half of the establishments, with a like proportion of the employees, had no provision for overtime rate after standard weekly hours.

Only 2 per cent of the establishments, with only 1 per cent of the employees, had no provision for premium pay for work on paid holidays; 94 per cent had no provision for premium pay for work on Saturday and 83 no provision for premium pay for work on Sunday. Time and a half in addition to holiday pay was provided for in 44 per cent of the establishments, with 41 per cent of the workers.

Regarding paid holidays, 71 per cent of the establishments had no provision concerning a paid holiday that fell on a Saturday, and 51 per cent had none for a holiday falling on a Sunday. Provisions regarding a holiday that fell on a scheduled

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

day off other than Saturday or Sunday were still less common, being found in only 19 per cent of the establishments.

On the other hand, 55 per cent of the establishments made provision for a paid holiday falling within the vacation period, the most common arrangement being an extra day's pay (in 35 per cent of the establishments with 38 per cent of the workers).

The collective agreements in 27 per cent of the establishments provided for 20 minutes of rest, in two periods, during a day, and in 20 per cent, for paid wash-up time. About half of the employees were entitled to paid leave when there was a death in the family.

Provision was made in 47 per cent of the establishments for four hours of work or pay for employees who report for work.

An annual guarantee of employment or earnings was found in fewer than 0.5 per cent of the establishments, and a weekly guarantee in only 5 per cent.

Special provisions for women workers were rare. Only 9 per cent of the establishments, employing 13 per cent of the employees in the survey, made specific reference to equal pay for equal work; only 13 per cent (10 per cent of the employees) provided for maternity leave, and only 1 per cent for special rest periods for women.

Ninety-one per cent of the establishments now make no provision for a cost-of-living bonus.

The review was prepared in the Labour-Management Division of the Economics and Research Branch under the direction of Dr. R. M. Adams. The study was undertaken by F. L. Quinet under the supervision of M. Spalding.

Statistics on Labour Organization in Canada

At the beginning of 1963, labour organizations active in Canada had a total membership of 1,449,200, an increase of almost 2 per cent over the previous year, it will be reported in *Labour Organizations in Canada, 1963*, now being printed. The publication, based on the Department's annual survey of labour unions, will be available from the Queen's Printer, Ottawa, at 35 cents a copy (catalogue No. L2-2/1962).

Of these organized workers, 1,079,900 or 75 per cent were represented by unions affiliated with the Canadian Labour Congress. A large proportion of these unions

are also affiliated with the American Federation of Labor and Congress of Industrial Organizations in the United States.

More than 110,600 organized workers, about 8 per cent of the total, nearly all of them in Quebec, were represented by unions belonging to the Confederation of National Trade Unions.

The remainder were represented either by unions not affiliated with any central labour body, or by unions not affiliated with a central labour body in Canada but with the AFL-CIO in the United States.

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During September, October and November (except those under negotiation in August)

Company and Location	Union
Assn. Patronale des Services Hospitaliers (5 hospitals), Drummondville & other centres, Que.	Service Empl. Federation (CNTU)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (clerical empl.)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (communications salesmen)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (craft & services empl.)
Bell Telephone, Que. & Ont.	Traffic Empl. (Ind.)
Cdn. Steel Foundries, Montreal, Que.	Steel & Foundry Wkrs. (Ind.)
Crane Limited, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Cyanamid of Canada, Welland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Dominion Corset, Quebec, Que.	Empl. Assn. (Ind.)
Dominion Stores, Toronto & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
DuPont of Canada, Shawinigan, Que.	Cellulose Wkrs. Assn. (Ind.)
Food stores (various), Winnipeg & Transcona, Man.	
Hollinger Gold Mines, Timmins, Ont.	Retail Clerks (AFL-CIO/CLC)
Kelly, Douglas & Co., Vancouver & other centres, B.C.	Steelworkers (AFL-CIO/CLC)
	Empl. Assn. (Ind.)

Company and Location	Union
Maritime Tel. & Tel., company-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Page-Hersey Tubes, Welland, Ont.	U.E. (Ind.)
Quebec Natural Gas Montreal, Que.	Chemical Wkrs. (AFL-CIO/CLC)
Shawinigan Power, province-wide, Que.	Empl. Assn. (Ind.)
Smith & Stone, Georgetown, Ont.	Mine Wkrs. (Ind.)
Soo-Security Motorways, Ont., Man., Sask. & Alta.	Teamsters (Ind.)

Part II—Negotiations in Progress During August

Bargaining

Company and Location	Union
Bowater's Nfld. Pulp & Paper, Corner Brook, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
CBC, company-wide	Public Service Empl. (ARTEC) (CLC)
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (maintenance empl.)
Consolidated Paper, Grand'Mere, Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Nicabau, Que.	Bush Wkrs., Farmers' Union (Ind.)
Consolidated Paper, Shawinigan, Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Dominion Electrohome Industries, Kitchener, Ont.	Nat. Council of Cdn. Labour (Ind.)
Dominion Oilcloth & Linoleum, Montreal, Que.	CNTU-chartered local
Dominion Steel & Coal, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal, Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Montreal & vicinity, Que.	Retail Clerks (AFL-CIO/CLC)
Domtar Newsprint (Woodland Div.), Riviere Jacques Cartier, Que.	Pulp and Paper Wkrs. Federation (CNTU)
Domtar Pulp & Paper (Kraft & Boxboard Div.), Windsor, Que.	Pulp and Paper Wkrs. Federation (CNTU)
Dow Chemical, Sarnia, Ont.	Oil Wkrs. (AFL-CIO/CLC)
DuPont of Canada, Maitland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
House of Seagram, Que., Ont. & B.C.	Distillery Wkrs. (AFL-CIO/CLC)
Manitoba Hydro	I.B.E.W. (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Miner Rubber, Granby, Que.	Rubber Wkrs. (AFL-CIO/CLC)
McIntyre Porcupine Mines, Schumacher, Ont.	Steelworkers (AFL-CIO/CLC)
Molson's Brewery, Montreal, Que.	Empl. Assn. (Ind.)
New Brunswick Power Commission, province-wide	I.B.E.W. (AFL-CIO/CLC)
Quebec Cartier Mining, Port Cartier & Lac Jeannine, Que.	Steelworkers (AFL-CIO/CLC)
Shipbuilders (various), Vancouver & Victoria, B.C.	Various unions
T.C.A., company-wide	Air Line Flight Attendants (CLC)
T.C.A., company-wide	Sales Empl. (Ind.)
Wabasso Cotton, Grand'Mere, Shawinigan & Three Rivers, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)
Winnipeg Metro., Man.	Public Service Empl. (CLC)
Winnipeg Metro. (Transit Dept.), Man.	Street Railway Empl. (AFL-CIO/CLC)

Conciliation Officer

Ayers Limited, Lachute, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Denison Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Domil Limited, Sherbrooke, Que.	Textile Federation (CNTU)
Domtar Pulp & Paper (Newsprint Div.), Red Rock, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Employing Printers' Assn., Montreal, Que.	Bookbinders (AFL-CIO/CLC)
Hamilton City, Ont.	Public Empl. (CLC) (office empl.)
Hospitals (13) Montreal and other centres, Que.	Service Empl. Federation (CNTU) (registered nurses)
K.V.P. Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Ontario Paper, Thorold, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others

Company and Location	Union
Price Bros, Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
E. S. & A. Robinson (Can.), Leaside, Ont.	Printing Pressmen (AFL-CIO/CLC)
Conciliation Board	
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Belt Mfrs. Assn., Montreal, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
CBC, company-wide	Broadcast Empl. (AFL-CIO/CLC)
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Dominion Rubber (Rubber Div.), St. Jerome, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
Goodyear Cotton, St. Hyacinthe, Que.	Textile Federation (CNTU)
Marathon Corp., Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL- CIO/CLC)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Quebec Hydro-Electric Comm., Montreal, Que.	Office Empl. Assn. (Ind.)
Shipping Federation of Canada, Halifax, N.S., Saint John, N.B., Montreal, Quebec & Three Rivers, Que.	I.L.A. (AFL-CIO/CLC)
Stanrock Uranium Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Union composing rooms, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)

Post-Conciliation Bargaining

Council of Printing Industries, Toronto, Ont.	Typographical Union (AFL-CIO/CLC) (com- posing room empl.)
Dominion Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)

Arbitration

Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
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Work Stoppage

Regent Knitting Mills, St. Jerome, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
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Part III—Settlements Reached During August 1963

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

B.C. SHIPPING FEDERATION AND B.C. WHARF OPERATORS' ASSN., VARIOUS PORTS, B.C.—LONGSHOREMEN AND WAREHOUSEMEN (CLC): two 3-yr. master agreements applying to 2,400 empl. previously covered by a series of agreements—settlement pay of \$180 for present empl. on Shipping Federation payroll since July 31, 1962; minimum wage increases of 15¢ an hr. eff. Aug. 1, 1964, 15¢ an hr. eff. Feb. 1, 1965, 15¢ an hr. eff. Aug. 1, 1965 and 15¢ an hr. eff. Feb. 1, 1966 in lieu of settlement pay for empl. on Wharf Operators' payroll to achieve parity with Shipping Federation wage rates; general wage increases of 15¢ an hr. eff. Aug. 1, 1963, 10¢ an hr. eff. Feb. 1, 1964, 8¢ an hr. eff. Aug. 1, 1964 and 11¢ an hr. eff. Aug. 1, 1965; differentials for several skilled classifications to range from 15¢ to 30¢ an hr.; existing pension plans to be consolidated into one plan in 1968; employer contribution to pension plans to be 16¢ per union man-hr. under B.C. Wharf Operators' Assn. agreement, as previously established under Shipping Federation agreement, with wharf operators being given credit for past contributions to existing plans; uniformity and portability as to seniority, vacations, holiday pay and welfare between the two agreements; double time for work performed on paid holidays; single welfare plan to be established with employers and empl. each contributing 7¢ an hr.; reductions in gang sizes on mechanized operations for ship work; provision for three shifts—8 hrs. guaranteed at straight time on day shift, 7½ hrs. guaranteed at time and one half on second shift, 6½ hrs. guaranteed at double time on third shift; **AUTOMATION PROTECTION PLAN ESTABLISHED**—protection from layoff by reason of technological change and guaranteed employment of 1,820 hrs. a yr. or 35 hrs. a wk.; provisions for retraining and relocating empl. affected by technological change; supplementary pension of \$300 a mo. to a maximum of \$10,800 for empl. with at least 25 yrs. of service who may be retired at age 62 before 1969; supplementary pension totalling \$7,200 at \$100 a mo. for empl. with at least 25 yrs. of service who before 1969 retire voluntarily after age 62 or on normal retirement at age 65, or for empl. with at least 15 yrs. of service who retire at any age because of disability.

CANADA STEAMSHIP LINES, ONT. & QUE.—RAILWAY CLERKS (AFL-CIO/CLC): 1-yr. agreement covering 900 empl.—wage increase of 6¢ an hr. retroactive to April 16, 1963; night shift premium increased by 8¢ an hr.; employer contribution toward health and welfare plan increased to 35¢ a day (formerly 20¢).

CELGAR, RAYONIER CANADA & B.C. FOREST PRODUCTS, WATSON ISLAND, WOODFIBRE AND CROFTON, B.C.—CDN. PULP & PAPER WKRS. (IND.): 1-yr. agreement covering 1,100 empl.—wage increase of 4%; rate for labourer \$2.18 an hr.

CONSOLIDATED PAPER, CAP-DE-LA-MADELEINE & THREE RIVERS, QUE.—PAPERMAKERS (AFL-CIO/CLC) & PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 2-yr. agreement covering

980 empl.—no general wage changes; several classification adjustments; evening and night shift premiums to be increased to 8¢ and 11¢ respectively eff. May 1, 1964 (at present 7¢ and 10¢); company to pay difference between jury pay and employee's regular pay; weekly indemnity benefits of \$56 to \$77, payable up to 26 weeks, with employee contributing 30¢ per \$10 at present and 20¢ eff. May 1, 1964; new group life insurance schedule providing for benefits ranging from \$8,000 to \$17,000, of which \$2,000 is non-contributory and cost to employee of remainder is 30¢ per \$1,000; pension for retiring empl. to be 2% of earnings for service up to June 30, 1961 and 1½% of earnings for service from July 1, 1961; vesting available after 15 yrs. participation in pension plan; rate for labourer \$2.03 an hr.

DOMTAR NEWSPRINT (DONNACONA PAPER), DONNACONA, QUE.—PULP & PAPER WKRS. FEDERATION (CNTU): 2-yr. agreement covering 670 empl.—wage increases of 3¢ an hr. retroactive to May 1, 1963 and 3¢ an hr. eff. May 1, 1964; additional classification adjustments; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); rate for labourer after May 1, 1964 will be \$2 an hr.

DOMINION STEEL & COAL, (CDN. BRIDGE), WALKERVILLE, ONT.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 500 empl.—no wage changes; company to pay full cost of health and welfare plan eff. August 1, 1963; company to pay full cost of accidental death and dismemberment life insurance coverage for empl. eff. April 1, 1964; employer contribution to pensions increased by 3½¢ an hr. eff. Jan. 1, 1965; rate for labourer \$1.73½ an hr.

DRESS MFRS. GUILD, TORONTO, ONT.—LADIES' GARMENT WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 900 empl.—average wage increase of 5% eff. Aug. 5, 1963; monthly pension increased to \$60 (formerly \$50); weekly indemnity increased to \$25 (formerly \$23) payable up to 20 wks.

EMPLOYING PRINTERS' ASSN., MONTREAL, QUE.—PRINTING PRESSMEN (AFL-CIO/CLC): 2-yr. agreement covering 600 empl.—wage increases of 7½¢ to 15¢ an hr., depending on classification, retroactive to May 1, 1963 and similar increases eff. May 1, 1964; 3 wks. vacation after 8 yrs. of service (formerly after 10 yrs.) in first yr. of agreement and after 6 yrs. of service in second yr. of agreement; employer contribution to insurance plan increased to \$1.50 a wk. (formerly \$1); employer to contribute \$3 a wk. toward contributory pension plan; guaranteed work week introduced.

FALCONBRIDGE NICKEL, FALCONBRIDGE, ONT.—MINE, MILL & SMELTER WKRS. (IND.): 3-yr. agreement covering 2,200 empl.—wage increases of 3% eff. June 15, 1963, 2½% eff. June 15, 1964 and 2½% eff. June 15, 1965; weekly sickness and accident benefit increased to \$50 payable up to 32 wks. (formerly \$40 payable up to 26 wks.); group life insurance increased to \$5,000 for married empl. and \$2,000 for single empl.; employer contribution to medical-surgical insurance increased to 60% of premiums (formerly 50%); employer contribution to group life insurance and weekly sickness and accident plans to be 50%; apprenticeship system established; rate for process labourer after June 15, 1965 will be \$2.23½ an hr.

GASPEZIA WOODS CONTRACTORS, CHANDLER, QUE.—BUSH WKRS., FARMERS' UNION (IND.): 1-yr. agreement covering 500 empl.—general wage increase of approximately 5% eff. May 1, 1963; vacation pay to be 2½% of gross earnings if employee works 75 days; rate for labourer now \$10 a day.

HAMILTON CITY, ONT.—PUBLIC SERVICE EMPL. (CLC) (OUTSIDE EMPL.): 2-yr. agreement covering 600 empl.—wage increases of 6½¢ an hr. retroactive to Feb. 7, 1963 and 6½¢ an hr. eff. Feb. 1964; evening and night shift premiums increased to 9¢ and 11¢ respectively (formerly 7¢ and 9¢); 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.); rate for labourer after Feb. 1964 will be \$1.85 an hr.

QUEBEC NORTH SHORE PAPER, BAIE COMEAU, QUE.—PAPERMAKERS (AFL-CIO/CLC) & PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 630 empl.—no general wage changes; several classification adjustments; evening and night shift premiums increased to 8¢ and 11¢ respectively eff. May 1, 1963 (formerly 7¢ and 10¢); 4 wks. vacation after 20 yrs. of service (formerly after 22 yrs.); employer to pay premium for Blue Cross eff. May 1, 1963; employer contribution toward weekly indemnity plan increased to \$1.50 a mo. (formerly \$1.25); pension for past service to be 1.6% of earnings from July 1, 1944 to Dec. 31, 1962 and 2% of earnings eff. Jan. 1, 1967; pension for current service to be 1.75% of earnings from Jan. 1, 1963 to June 30, 1964 and 2% of earnings from July 1, 1964; rate for labourer \$2.06 an hr.

R.C.A. VICTOR, MONTREAL, QUE.—SALARIED EMPL. ASSN. (IND.): 2-yr. agreement covering 650 empl.—wage increases of 2½% eff. Aug. 26, 1963 and 2% eff. Aug. 24, 1964; improvements to insurance plan.

ROYAL ALEXANDRA HOSPITAL, EDMONTON, ALTA.—PUBLIC EMPL. (CLC): 2-yr. agreement covering 500 empl.—regrouping of classifications; various wage increases eff. Jan. 1, 1963, July 1, 1963 and Jan. 1, 1964; rates for house maid after Jan. 1, 1964 will be \$155 to \$206 a mo.

TORONTO GENERAL HOSPITAL, TORONTO, ONT.—BUILDING SERVICE EMPL. (AFL-CIO/CLC): 2-yr. agreement covering 900 empl.—settlement pay of \$45 for empl. on hospital payroll Aug. 16, 1963, prorated from Jan. 1, 1963; wage increases of \$9 a mo. retroactive to Jan. 1, 1963 and \$9.50 a mo. eff. Jan. 1, 1964; additional classification adjustments; 3 wks. vacation after 10 yrs. of service eff. 1964 (at present after 12 yrs.); probationary period for new employees increased to 90 days (formerly 60 days); hospital to pay 50% of P.S.I. Blue Plan single rate; compulsory check-off for new employees hired on or after Aug. 16, 1963 with funds being held in trust by hospital for 3 mos., and voluntary check-off for present employees hired before Aug. 16, 1963; check-off revocable and refundable for new employees during fourth calendar month of employment or revocable in Dec. of any yr. for new employees who have completed 1 yr. of service and for present employees hired before Aug. 16, 1963; rate for cleaner after Jan. 1, 1964 will be \$223 a mo.

WINNIPEG CITY, MAN.—PUBLIC SERVICE EMPL. (CLC): 2-yr. agreement covering 3,500 empl.—wage increases of 2% retroactive to April 1, 1963, 1% eff. Oct. 1, 1963 and 2% eff. April 1, 1964; night shift premium to be increased to 10¢ an hr. eff. Jan. 1, 1964 (at present 8¢); 3 wks. vacation after 9 yrs. of service (formerly after 10 yrs.) and 4 wks. after 25 yrs. of service (formerly in 25th yr. and after 30 yrs.); rate for labourer II after April 1, 1964 will be \$1.85 an hr.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during July. The Board issued six certificates designating bargaining agents, ordered one representation vote, rejected one application for certification, granted one application for revocation of certification and granted, in part, a request under Section 61(2) of the Act for review of an earlier decision. During the month the Board received five applications for certification and one request under Section 61 (2) of the Act for review of an earlier decision.

Applications for Certification Granted

1. International Union of Mine, Mill and Smelter Workers (Canada), Local 802, on behalf of a unit of employees of The Consolidated Mining and Smelting Co. of Canada, Limited, Pine Point, N.W.T. (L.G., July, p. 601).

2. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of V.T.R. Productions Limited, Toronto, Ont. (L.G., Aug., p. 693). The International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Local No. 873, had intervened.

3. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of maintenance department employees of B.C. Air Lines Limited, Vancouver, B.C. (L.G., Aug., p. 693).

4. International Longshoremen's Association, Local 1846, on behalf of a unit of freight handlers employed by J.C. Malone & Co. (1959) Limited, Trois Rivières, Que. (L.G., Aug., p. 693).

5. International Longshoremen's Association, Local 1846, on behalf of a unit of freight handlers employed by the Three Rivers Shipping Company Limited, Trois Rivières, Que. (L.G., Aug., p. 693).

6. District 50, United Mine Workers of America, Local 13946, on behalf of a unit of building cleaners and maintenance men employed by Central Mortgage and Housing Corporation at its St. George Gardens Project, Pointe-aux-Trembles, Que.

Representation Vote Ordered

Teamsters, Chauffeurs, Warehousemen & Helpers, Local Union 927 of the Interna-

tional Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Aero Caterers Limited, Halifax International Airport, respondent (L.G., Aug., p. 693) (Returning Officer: D.T. Cochrane).

Application for Certification Rejected

National Association of Broadcast Employees and Technicians, applicant, the Bushnell T.V. Co. Limited, Ottawa, Ont., respondent, and Walter S.T. Avery, *et al.*, interveners (L.G., Aug., p. 692). The application was rejected for the reason that it was not supported by a majority of the employees in the representation vote conducted by the Board.

Application for Revocation Granted

The Board granted an application for revocation of certification affecting Radio Roberval Inc., Roberval, Que., applicant, and the Syndicate of Employees of Station CHRL, respondent (L.G., July, p. 601). The certified bargaining agent, the Syndicate of Employees of Station CHRL, did not contest the application.

Request for Review Granted

International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Motion Picture Studio Production Technicians, Local 873, applicant, Baton Broadcasting Limited (formerly Baton Aldred Rogers Broadcasting Limited), Agincourt, Ont., respondent (CFTO-TV), and National Association of Broadcast Employees and Technicians, intervener (L.G., Aug., p. 694).

The applicant desired to add to the certified bargaining unit the classification of rear screen projectionist, and to have the name of the respondent changed from Baton Aldred Rogers Broadcasting Limited to its present form, Baton Broadcasting Limited. The Board granted the request in respect of the change of the name of the respondent, but denied the request in respect of the inclusion of the classification of rear screen projectionist in the bargaining unit, for the reason that the Board was not satisfied that there was a job of this kind that should be separately classified.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Ministry of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Applications for Certification Received

1. Beaverlodge District Mine, Mill and Smelter Workers Union, Local 913, International Union of Mine, Mill and Smelter Workers (Canada), on behalf of a unit of employees of Bachmeier Diamond & Percussion Drilling Company Ltd., Eidorado, Sask. (Investigating Officer: W. E. Sproule).

2. United Steelworkers of America, Local 6254, on behalf of a unit of employees of Wabush Mines—Pickands Mather & Co., Managing Agent, and The Arnaud Railway, Pointe Noire, Que. (Investigating Officer: R. L. Fournier).

3. United Steelworkers of America, Local 6285, on behalf of a unit of employees of Wabush Mines—Pickands Mather & Co., Managing Agent, and Wabush Lake Railway Company Limited, Wabush Lake, Nfld. (Investigating Officer: R. L. Fournier).

4. International Brotherhood of Electrical Workers, Local Union 2085, on behalf of

a unit of employees of the Federal Electric Corporation (Dew Line) (Investigating Officer: J. S. Gunn).

5. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers, Local 938, General Truck Drivers and Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Asbestos-Eastern Transport Inc., Asbestos, Que (Investigating Officer: R. L. Fournier).

Request for Review Received

Request for review of the certificate issued by the Board on November 3, 1961, affecting the National Association of Broadcast Employees and Technicians, applicant, and the Canadian Marconi Company Limited (CFCF-TV), Montreal, Que., respondent (L.G., Jan. 1962, p. 50).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation service under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During July, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Trans-Canada Air Lines, Montreal, and Lodges 714 and 1751 of the International Association of Machinists (Conciliation Officer: C. E. Poirier).

2. Canadian National Steamship Company Limited, Vancouver, and Seafarers' International Union of Canada (Conciliation Officer: D. S. Tysoe).

3. Atomic Energy of Canada Limited, Chalk River, Ont., and Office Employees' International Union, Local 404 (Conciliation Officer: T. B. McRae).

4. Compagnie Nationale Air France, Montreal, and International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (Conciliation Officer: C. E. Poirier).

Settlements by Conciliation Officers

1. Maple Leaf Mills Limited, Calgary, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: D. S. Tysoe) (L. G., Aug., p. 694).

2. Canadian Pacific Railway Company Great Lakes Steamships Service, Port McNicoll, Ont., and Canadian Maritime Union (CLC) (Conciliation Officer: T. B. McRae) (L. G., June, p. 505).

3. Eastern Transport Limited, Truro, N.S., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: H. R. Pettigrove) (L. G., April, p. 310).

Conciliation Boards Appointed

1. Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (L. G., July, p. 602).

2. The Shipping Federation of Canada, Inc., and International Longshoremen's As-

sociation (Locals 375, 1657, 1552, Montreal; Local 1846, Three Rivers; and Locals 1605, 1739, Quebec) (L. G., April, p. 310).

3. Stanrock Uranium Mines Limited, Elliot Lake, Ont., and District No. 6 of the United Steelworkers of America (L. G., April, p. 310).

Conciliation Board Report Received

Canadian Transit Company, Windsor, Ont., and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L. G., June, p. 505). The text of the report is reproduced below.

Settlement before Conciliation Board Met

Canadian National Hotels, Limited (Charlottetown Hotel, Charlottetown, P.E.I.), and Canadian Brotherhood of Railway, Transport and General Workers (L.G., July, p. 603).

Board Reports of Settlement Received

1. Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Pittston Stevedoring Corporation of Canada Limited, Brown and Ryan Limited and Local 1842 of the International Longshoremen's Association, Toronto (L.G., May, p. 396). The text of the report is reproduced below.

2. Hamilton Shipping Co. Ltd., Yorkwood Shipping and Trading Co. Ltd., Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Pittston Stevedoring Corporation of Canada Limited, Brown and Ryan Limited and Local 1654 of the International Longshoremen's Association, Hamilton (L.G., May, p. 397). The text of the report is reproduced below.

Settlement after Board Procedure

Canadian Transit Company, Windsor, Ont., and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (see above).

Report of Board in Dispute between

Canadian Transit Company

and

International Brotherhood of Teamsters

The Board of Conciliation and Investigation appointed to deal with the matters in dispute between the parties met on April 29 last at the City of Windsor.

The company, incorporated by an act of the Government of Canada, shares with a United States Corporation the ownership, management and control of the Ambassador bridge, a high-level suspension bridge extending from Detroit, Mich., to Windsor, Ont.

The union is the certified bargaining agent (being certified in the year 1956) for a group of the company's employees described as general maintenance employees, janitors, and traffic department employees. A collective bargaining agreement was negotiated between the parties after certification, a renewal thereof being negotiated in 1959, which provided for expiration on 31 July, 1962.

Negotiations for the renewal of the 1959 agreement were commenced prior to its expiry date, but to date the parties have been unable to resolve their differences. On or about November 5, 1962, the union applied for conciliation services, and F. J. Ainsborough was instructed to assist the parties pursuant to Section 16(b) of the Act. Meetings were held with the conciliation officer on January 8 and 9, and February 20, of this year, at which some 17 points in dispute between the parties were discussed. Unfortunately, even with the assistance of Mr. Ainsborough, these matters in issue could not be resolved.

It is to be noted that the company's operations are primarily directed to that part of the bridge lying within the territorial limits of the Dominion of Canada. It is true, however, that on occasion, employees of the company are required to work on that part of the bridge lying within the territorial limits of the United States of America. When so doing, the employees of this company are paid the same rates as are paid to employees in similar categories in the United States.

The operations at the bridge are conducted on a year-round, 24-hour basis, the employees being assigned to shifts. The over-all work load varies from time to time, occasioned by the additional requirements of sanding and snow removal in winter, traffic increase, grass cutting, and maintenance of grounds in summer. The company suggests in its brief that in general, its employees in all three classifications (as mentioned above) should be classified as unskilled labour, the first two classifications performing work of a house-keeping and caretaking nature, the sole responsibility of the third classification being to direct traffic.

It would appear from the presentations however, that in one classification at least, general maintenance employees, some measure of skill and experience would be required to adequately fulfill the duties assigned. It is not disputed, however, that work requiring highly skilled tradesmen is performed by independent contractors. It should also be noted that by reason of the nature of the operations of the company, the work force is stable and not subject to periodic layoff.

At the opening of this hearing, Mr. Foley, representing the union, announced that there were still 10 matters in dispute between the parties, which were as follows:

1. Wages
2. Retroactivity
3. Specified Holidays or Statutory Holidays
4. Vacations with Pay
5. Pensions
6. Climbing or High Time
7. Overtime
8. Uniforms
9. Temporary Employees
10. Job Posting.

Mr. Foley outlined in a thorough and helpful manner, the union's position on these various points. The company, through Mr. Whiteside, presented a comprehensive brief detailing the history of company and union relations and negotiations, and setting forth the company's proposals.

During July, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Transit Company, Windsor, Ont., and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

The Board was under the chairmanship of His Honour Judge P. S. MacKenzie of Walkerton, Ont. He was appointed by the Minister on the joint recommendation of the other two members, F. S. Arbour and Henry Kobryn, both of Windsor, nominees of the company and union, respectively. The Report is reproduced here.

Negotiations commenced and were continued at length, independent discussions being held with the representatives of the parties. As these discussions proceeded, it became obvious that the chief obstacles to be overcome were the matters of wages and retroactivity. It appeared probable that, if agreement could be reached on these items, no serious difficulty would be encountered in settling the other outstanding matters.

The Issues

Wages: The Company, in its brief, proposed a wage increase for all three classifications of employees of 10 cents on the signing of a collective agreement, 8 cents additional effective October 1, 1963, and 5 cents additional effective October 1, 1964. The Union submits that the wage rate of the employees working on the Canadian side of the bridge should be at parity with those paid to employees in similar classifications on the American side. It is to be noted that the United States company and its accredited union reached a settlement of their differences in the month of October 1962.

A comparison of the hourly rates paid and proposed for the various classifications may be of assistance:

COMPANY'S PROPOSAL

Maintenance Men	2.29
Janitors	2.19
Traffic Guards	2.19

Current	1st Year	2nd Year	3rd Year
2.29	2.39	2.47	2.52
2.19	2.29	2.37	2.42
2.19	2.29	2.37	2.42

AMERICAN RATES AS NEGOTIATED IN OCTOBER 1962

	Prior to October 1962
Maintenance Men	2.49
Janitors	2.27
Traffic Guards	2.32

Current	2nd Year	3rd Year
2.59	2.67	2.72
[2.39]	2.47	2.52
2.42	2.50	2.55

It will be noted that, as between the hourly rates paid by the American company and that offered by the Canadian company, there is a differential throughout of 20 cents an hour for maintenance men, 10 cents for janitors, and 13 cents for traffic guards. It is also to be observed that the Canadian company is offering the same increase across the board as formed the basis of the settlement of the American dispute—that is, 10 cents an hour additional in the first year, 8 cents in the second year, and 5 cents in the third year.

The whole point at issue, as far as wages are concerned, is the union contention that the differential set forth above should be eliminated. It was first suggested that this differential should be adjusted on the signing of a new agreement. During negotiations, the union intimated that it would consider a straight increase of 18 cents an

hour as of May 1, 1963, and an additional 5 cents an hour on October 1, 1963, and that the differential should be eliminated by semi-annual adjustments.

Mr. Whiteside, however, after long discussion, informed the Board that the company proposal outlined above was its final offer, and his instructions did not permit him to negotiate beyond that proposal. This not being satisfactory to the union, any further attempt by the Board to negotiate the scale of wages failed, and at this stage, the hearing is closed.

It should be noted that the company brief contained a very helpful review of the general rates of pay prevailing in the Windsor area for comparable employment. A perusal of that review shows that, without exception, acceptance of the Company proposal as to rate increases would result in the employees being in a better financial position than any other employees required to fulfill in any way similar duties in the City of Windsor.

Indeed, in many instances, the hourly rate now proposed equals or exceeds that paid to highly skilled employees in several industries in Windsor. There is one exception according to the evidence, and that is the employees of the company operating the

tunnel from Windsor to Detroit. These employees are paid an hourly rate in excess of that received by this Company's employees, and it is said that the Canadian employees of the tunnel company receive the same rate as their American counterparts. However, it was intimated in the presentations that this situation is the result of certain special circumstances arising out of the history of company-union negotiations in that operation.

Retroactivity: As stated above, the collective agreement between the parties, dated 17 August 1959, expired on the 31st day of July 1962. Although negotiations were conducted by the parties hereto from August to November, 1962, they were influenced by the fact that the American company and its accredited union were also negotiating for a new agreement. Their negotiations having proved abortive, strike action was

taken, and the strike lasted some seven weeks, settlement not being finally effected until the month of October.

In view of all the circumstances, this undoubtedly had an effect on the Canadian negotiations and resulted in considerable delay. At various times during preliminary negotiations, and before the conciliation officer, the matter was discussed, and at one point the company offered a \$50.00 payment in lieu of retroactivity. In its brief submitted to this Board, however, the company withdrew its offer, and submitted that the Union's request for retroactivity was wholly unjustified, in that any loss suffered by the working force was the result of the obdurate position adopted by the bargaining committee of the union. The union submitted that any settlement of the wage rate should be retroactive to the anniversary date of the agreement, that is, August 1, 1962.

Statutory Holidays: The Company's suggestion was that the following statutory holidays should be observed:

New Year's Day
Easter Day
Decoration Day (U.S.A.)
July 4th (U.S.A.)
Labour Day
Thanksgiving Day (U.S.A.)
Christmas Day

The union's suggestion was:

New Year's Day
Good Friday
Victoria Day
July 1st
Civic Holiday
Labour Day
Thanksgiving Day (Canada)
Christmas Day

It is to be noted that the Union is asking for an additional statutory holiday, and that all statutory holidays observed should be those normally observed in Canada.

Vacations with Pay: The agreement of 17 August 1959 provides:

"Employees covered by this agreement who have completed one year of continuous employment shall receive two weeks vacation with pay. Employees who have completed 15 years of continuous employment shall receive three weeks vacation with pay. Employees who have completed 20 years of continuous employment shall receive four weeks vacation with pay."

It is to be noted that the normal work week for each employee consists of 40 hours, with two consecutive days off.

THE COMPANY PROPOSAL

After one year's continuous service—40 hours vacation with pay.

After two years—80 hours vacation with pay.

After 12 years—120 hours vacation with pay.

After 18 years—160 hours vacation with pay.

THE UNION PROPOSAL

After one year's continuous service—two weeks vacation with pay.

After 10 years continuous service—three weeks vacation with pay.

After 15 years continuous service—four weeks vacation with pay.

Pensions: The company made certain proposals in its brief concerning pension, health and welfare benefits as a whole, which were in the main acceptable to the Union. They were:

1. An increase in sickness and accident benefits of \$10.00 weekly.
2. An increase in Company pension contribution as follows:
 - From 1 October 1963 to 31 December 1964—75¢ weekly.
 - From 1 January 1965 to 30 June 1965—\$1.00 weekly.
 - From 1 July 1965 to 30 September 1965—\$1.50 weekly.
3. A \$1,000.00 increase in group life insurance coverage, effective 1 October 1963.

The only real point of divergence under this head was the commencement date of the above increases, the union contending they should commence, so far as Sub-paragraphs 1 and 3 above are concerned, on 1 August 1963, and that the increases in company pension contributions, Paragraph 2, should read as follows:

- From August 1, 1963 to July 30, 1964, at 75¢ weekly.
- From August 1, 1964 to July 30, 1965, at \$1.00 weekly.
- From August 1, 1965 forward, at \$1.50 weekly.

Climbing or High Time: On this point, there was little disagreement. The company proposed that an additional \$1.25 an hour should be paid maintenance employees when engaged in climbing work. This was acceptable to the union. However, as it appeared that the occasions on which climb-work is required of the maintenance men are steadily decreasing, this issue seems of minor importance.

Overtime: The company contended that the overtime clause in the collective agreement should be eliminated—its brief reads as follows:

"It is submitted that the elimination of the overtime clause contained in the collective agreement was agreed upon by the parties in 1956, as part of a scheme to reduce hours of work without diminution of take-home pay. In any event, it is unreasonable to impose upon the employer the burden of paying premium rates, based upon an extremely high salary level, for ordinary work to be performed by its employees, when the employer has no opportunity to recover the additional costs, as is done in a manufacturing business."

The union originally submitted that the Company should schedule 50 to 75 hours of overtime during each year for each em-

ployee on the regular seniority list. Later, however, it was stated that the union had no objection to dropping this overtime clause.

Uniforms: It was apparent in the discussions that the parties would have no difficulty in arriving at a satisfactory solution of this problem.

Temporary Employees: There appears to be no serious obstacle to the parties' reaching agreement on this issue. The union states it is not interested in week-end temporary help, but is of the opinion that Article IV of the expired agreement should be re-drafted to more clearly define the status of temporary employees. It suggests that from May 15 to September 15, and on the Good Friday weekend in each year, temporary employees could be hired, but for the balance of the year, any employees taken on for temporary work should be engaged as probationary employees. The company is of the opinion that no serious problem arises here. It does, however, draw attention to the fact that a person may be adequate as a temporary employee and yet not qualify for the permanent staff.

Job Posting: The union objects to Article XXVI of the expired agreement, entitled "Job Posting and Bidding," which reads in part as follows:

"... Where such new jobs are created or such vacancies occur, the following factors shall be considered in selecting the employee to fill such jobs or vacancies:

- (a) Knowledge, efficiency and ability to perform the work.
- (b) Physical fitness.
- (c) Length of continuous service.

When factors (a) and (b) are relatively equal in the judgment of the Company, which shall not be excused in an arbitrary or discriminatory manner, factor (c) shall govern."

The union suggests that "length of continuous service" should be the over-riding requirement in any job posting and that Paragraphs (a) and (b) above should receive secondary consideration.

The company points out that this clause is standard and permits the company to exercise its judgment in conformity with its right and duty to direct the working force and obtain the most competent and efficient replacements for staff vacancies or new positions.

Recommendations

The Act provides that the Board shall report its findings and recommendations to the Minister. Our findings as to the issues and the position taken by the parties are set out above. As previously intimated, it is the opinion of the Board that if a settlement could be reached between the parties

on the wage scale, all the other matters in issue could be readily solved. The recommendations of the Board are as follows:

1. *Wages:* The Board is of the opinion that the matter of employee benefits must be looked at as a whole, that is, the total cost package to the Company. In considering the hourly rate to be paid, all the fringe benefits must be looked at as well. There is no evidence before the Board as to what fringe benefits are paid to the employees of the American company, and to compare the hourly wage scale alone discloses only one side of the over-all picture.

Further, these employees are Canadians living in Canada, and if comparisons are to be useful, they must be comparisons with labour-management situations within the same area, conditioned and governed by the same general over-riding regulations, principles, responsibilities and privileges. The Board therefore cannot accept the contention of the union that its wage scale should be at parity with employees of the American company in similar classifications.

After a careful review of all the submissions as to rates paid in somewhat similar employment in the City of Windsor, and of the peculiar conditions existing in the operation of the bridge, the Board recommends that the offer of the company set forth in detail above be accepted.

The company in its brief suggested the establishment of a new classification, to be denominated "caretakers," which would be an intermediate group between the maintenance and janitor groups. In view of what will be said later in connection with climbing rates, the Board is not convinced that such further classification is necessary and does not recommend it.

2. *Retroactivity:* The Board recommends that in the event of a final settlement, the terms thereof should be retroactive to the 1st day of October 1962.

3. *Statutory Holidays:* The Board favours and recommends the union suggestion as to statutory holidays. As has been pointed out above, these employees are Canadian and should be entitled to the same statutory holidays as other Canadians. In addition, it seems reasonable that the list should be increased by the addition of Civic Holiday, as this day is now generally observed throughout the province.

4. *Vacations with Pay:* The Board recommends as follows—Employees who have completed one year's continuous employment should receive two weeks vacation with pay, those who have completed 12 years should receive three weeks vacation

with pay, and those who have completed 18 years should receive four weeks vacation with pay.

5. *Pensions*: The Board recommends that the company proposal on pension, health and welfare benefits, as outlined above, should be accepted.

6. *Climbing or High Time*: The Board recommends the acceptance of the Company proposal of an additional \$1.25 per hour for maintenance men when engaged in climbing work if such work is to be continued. However, in view of the evidence before the Board, it is recommended that maintenance men be no longer required to climb.

7. *Overtime*: In view of the representations of both parties, the Board recommends that any clause dealing with overtime be deleted from any new agreement.

8. *Uniforms*: This is a minor matter, easily adjusted between the parties, and the Board makes no recommendation.

9. *Temporary Employees*: As has been intimated above, there appears to be no serious obstacle to the parties' reaching an agreement on this issue. It is obvious that employees must be hired on a temporary basis at certain peak periods of the year and this is acknowledged by the union. The Board recommends that the company give consideration to the union submission that any person who is consistently en-

gaged on a temporary basis, from time to time, should be hired on a probationary basis as contemplated by Article IV, Section 1, of the expired agreement.

10. *Job Posting*: The Board finds it difficult to follow the union reasoning on this issue. The clause dealing with this matter in the prior agreement is a standard one, appearing with slight variations in many collective agreements. To provide that seniority should be the determining factor over-riding all other considerations, would appear to completely handicap the Company in the exercise of its function to direct the working force.

The Board therefore recommends that the provisions as to job posting as contained in the agreement which expired on 31 July 1962, be retained. If the parties are of the opinion that any ambiguity arises by reason of the phraseology used in that article, any uncertainty as to the meaning thereof can be removed by negotiation.

All of which is respectfully submitted.

Dated at Walkerton, Ont., this 27th day of May, 1963.

(Sgd.) P. S. MacKenzie,
Chairman

(Sgd.) F. S. Arbour,
Member

(Sgd.) Henry Kobryn,
Member.

Report of Board in Dispute between

Eastern Canada Stevedoring Company Limited, Cullen Stevedoring Company Limited, Pittston Stevedoring Corporation of Canada Limited, Brown and Ryan, Limited, Economic Stevedoring Corporation of Montreal, Limited

and

International Longshoremen's Association

The Board of Conciliation and Investigation appointed under the Industrial Relations and Disputes Investigation Act to deal with the dispute between the parties hereto met in Toronto on April 15 and 16, and on June 10 and 20, last.

During the negotiations, extensive and comprehensive oral agreements were ad-

vanced by the Union and the Companies, and considerable documentary evidence adduced. Two main areas of conflict developed between the parties. Most of the effort of the Board and counsel was directed to the attempt to find a mutually satisfactory solution to the problems raised by the divergent views with regard to the conduct of operations in these fields of the industry.

During July, the Minister of Labour received the unanimous Report of the Board of Conciliation and Investigation established to deal with a dispute between Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Pittston Stevedoring Corporation of Canada Limited, Brown and Ryan Limited and Economic Stevedoring Corporation of Montreal Limited, and Local 1842 of the International Longshoremen's Association, Toronto.

The Board was under the chairmanship of His Honour Judge P. S. MacKenzie, Walkerton, Ont. He was appointed by the Minister in the absence of a joint recommendation from the other two members, W. J. Whittaker, Q.C., Toronto, and A. Andras, Ottawa, nominees of the companies and union, respectively. The Report is reproduced here.

The members of the Board are pleased to report that, during conciliation, the parties were able to reach an acceptable basis of settlement of these differences, and as a result, all other matters in dispute were satisfactorily concluded.

An agreement was arrived at, which the bargaining committee and the Companies signed, and in which each recommended to their respective principals that all outstanding issues be settled on the basis of the memorandum.

The memorandum of agreement is included herewith and forms part of this Report.

The Board of Conciliation unanimously recommends that all issues be settled on the terms of the said memorandum.

All of which is respectfully submitted.

(Sgd.) P. S. MacKenzie,
Chairman

(Sgd.) J. Whittaker,
Member

(Sgd.) A. Andras,
Member.

Dated at Walkerton, Ont., this 12th day of July, 1963.

Memorandum of Settlement—Toronto

The parties hereto hereby agree to recommend the following to their respective principals as a settlement of all matters in dispute.

1. Changes in Renewal of Agreement.

That the collective bargaining agreement between them dated August 19, 1961, be renewed for a period to expire December 31, 1964, subject only to the following changes:

(a) Article III to be deleted and the following substituted therefor:

ARTICLE III—RELATIONSHIP

3.01. At the opening of each operating season, or at the request of the Union or the Companies at anytime during the course of an operating season, the Companies as a group shall discuss with the Union the number of gangs (herein referred to as regular gangs) expected to be necessary to handle the normal operations during the season. When the total number of regular gangs has been agreed upon, the Companies will decide the number of regular gangs to be assigned to each Company (hereinafter referred to as parent gangs), and each Company shall notify the Union as to the number of gangs assigned to it and the name of the person from among the Union membership chosen by the Company to be foreman of each such gang.

3.02. Each Company agrees that every foreman named by it shall be a member of the Union.

3.03. Foremen shall be paid 20 cents an hour in excess of the established wage scale rates for longshoremen.

3.04. Each foreman of a regular or irregular gang shall select the normal complement of his gang, including winchmen and hatchtenders, from among the Union membership, and shall at all times be responsible for his gang and have the men available for work when called. Men will follow their gangs at all times.

3.05. Each Company shall inform the Union according to the provisions of this agreement as to the parent or other regular gang or gangs required by it from time to time at any call period, and in so doing, shall name the gangs required and the pier to which each gang is to report, and the Union shall despatch the gangs according to the information and instruction thus given to it by each Company as aforesaid.

3.06. If all available Regular Gangs are working and a Company needs an additional gang or gangs, it shall inform the Union according to the provisions of this agreement, and the Union shall despatch such additional gang or gangs, herein called irregular Gangs, in accordance with the Company's request, and the Company shall have the right to name the foreman of each such gang. If such gang or gangs are not supplied by the Union, then the company concerned shall have the right to obtain such gangs directly.

3.07. When at anytime, gangs are short of the number of men required, the foreman of such gangs shall select additional men from among Union members of gangs not working. If no Union members are available, then the gang will be brought to full strength with Non-Union men.

3.08. In the event that a foreman is discharged, quits or is not available for work, then the Company who named him foreman shall name a new foreman in his place, who, on becoming a foreman and so long as he acts as foreman for that particular gang, shall have the right of selection set forth in Clauses 3.04 and 3.07.

3.09. It is understood and agreed that where Non-Union employees are engaged by any Company, such Non-Union employees will be put to work on those operations where it is expected that the least number of man-hours of work are involved. Regular gangs shall not be laid off by a Company so long as that Company is employing either irregular or Non-Union gangs, and Union men employed on irregular or Non-Union gangs shall, if laid off, revert to their regular gangs (if working) after their regular gang has completed two hours work.

3.10. (a) For the purpose of this Article:

(i) Earnings of gangs shall be measured as heretofore by reference to the earnings of their foremen and shall not have reference to the aggregate earnings of the individual members of the gang.

(ii) "Relatively equal earnings" shall mean that the differential between the lowest and the highest earnings of the regular gangs in the Port of Toronto shall not exceed two hundred and fifty dollars (\$250.00).

(b) The Companies agree with the Union that it shall be the object of the Companies as a group to so apportion work among all the regular gangs in the Port of Toronto, that all such gangs shall achieve relatively equal earnings as of November 1 in each operating season. For this purpose, the following machinery and procedures shall be established and followed:

There shall be established a joint committee of four, two to be appointed by the Union and two by the Great Lakes Deep Sea Committee, to be known as the Earnings

Equalization Committee. Each Company shall supply each member of the Committee with a list of the earnings of each regular gang employed by it in the preceding week. The Earnings Equalization Committee shall meet whenever, prior to November 1 in an operating year, the earnings of a regular gang or gangs are more than two hundred and fifty dollars (\$250.00) below the earnings of any other regular gang in the Port of Toronto. Whenever such occurs, the Committee shall forthwith notify each Company of that fact and, in the event that the earnings are not made relatively equal within one week thereafter, the Committee shall direct the Companies as a group to give such low-earning gang or gangs the right of first assignment to any job or jobs available from any one of the Companies, until they achieve relatively equal earnings, and the Companies shall carry out such direction and, if necessary, parent gangs will be displaced for this purpose.

(b) (No. 1 cont'd) Clause 5.09 to be deleted and the following substituted therefor:

5.10. During the lifetime of this agreement, each of the Companies shall pay to the Trustees of the ILA Locals 1842-1869 Health and Welfare Trust Fund, the sum of 8 cents per man-hour worked by their respective employees in the bargaining unit, the said sums to be used to provide vacation benefits in accordance with paragraph 26 of the Memorandum of Agreement, dated October 26, 1961, which provides for the establishment of a Board of Trustees to be known as the Trustees of ILA Locals 1842-1869 Health and Welfare Trust Fund.

(c) Clause 5.10 to be renumbered 5.09.

(d) Clause 5.11 to be deleted and the following substituted therefor:

5.11. Effective on the signing of this agreement, each of the Companies shall pay to the Trustees of ILA Locals 1842-1869 Health and Welfare Trust Fund, the sum of 13 cents per man-hour worked by their respective employees in the bargaining unit, such sums to be used for the purposes set forth in the Memorandum of Agreement, dated October 26, 1961, establishing the Board of Trustees to be known as the Trustees of ILA Locals 1842-1869 Health and Welfare Trust Fund. Effective January 1, 1964, this contribution shall be increased to 5 cents per man-hour worked.

(e) Delete Clauses 8.04 and 8.05 and substitute the following therefor:

8.04. An aggrieved employee may present his grievance orally to the foreman concerned. If a satisfactory settlement is not reached at this meeting, then within three working days, the grievance may be presented in writing to management, who will consider it in the presence of the aggrieved employee and the chairman of the grievance committee, together with the union business agent, if his presence is requested by either party, and render its decision in writing within three working days. Representatives of other Companies may be present at this meeting. Should no satisfactory settlement of the grievance be reached, then at any time within 10 days of the meeting with management, either party may submit the same to a referee as provided in Clause 8.06, unless both parties agree to submit the grievance directly to arbitration as provided in Clause 8.07.

8.05. Any dispute between the parties arising from the interpretation, application, administration or alleged violation of the agreement, will be treated as a grievance if referred by one of them to the other within the time limited in Clause 8.03. The parties shall meet forthwith to attempt to settle the grievance, and if they cannot reach a satisfactory settlement at such meeting, either party may within five working days thereafter, submit the same to a referee as provided in Clause 8.06, unless both parties agree to submit the grievance directly to arbitration as provided in Clause 8.07. The submission to a referee or to arbitration, as the case may be, shall be in writing and shall set out the subject-matter of the grievance.

8.06. (a) When either party notifies the other that it wishes to submit a grievance to a referee, the grievance will be referred to one chosen from either Panel "A" or Panel "B" of Referees annexed hereto, provided that such grievance has been properly carried through the provisions of Clause 8.04 or 8.05. If the grievance is one which requires immediate consideration and settlement, and involves stevedoring knowledge and experience, it will be referred to one of the two referees in Panel "A" in alternate order, unless the referee whose turn it is to act is employed by the Company involved in the grievance, in which case the grievance shall be referred to the other referee. The referee so appointed shall immediately convene a meeting and make a determination, which shall be followed by and be binding on the parties and the employees affected, unless and until it is altered or reversed by a board of arbitration.

(b) If the grievance submitted to a referee is not of the type described in Paragraph (a) of this Clause, it will be referred to one of the referees in Panel "B" in alternate order. Upon being notified of the grievance, the referee shall convene a meeting as soon as reasonably possible and shall make a determination within five working days of notification of his appointment, and such determination shall be followed by and be binding upon the parties and the employees affected, unless and until it is altered or reversed by a board of arbitration.

(c) If a referee of either panel refuses or is unable to act, the other one on the same panel shall be appointed unless the parties mutually agree to appoint one of the other panels.

(d) If either the Union or the Company affected is dissatisfied with any determination of a referee, [the grievance] may be submitted to arbitration, as provided in Clause 8.07, at any time within 10 working days of the making of such determination.

8.07. Any grievance concerning the interpretation, application, administration or alleged violation of this agreement, which has been properly carried through the provisions of Clauses 8.04 or 8.05, will be referred to arbitration at the request of both parties, and a determination of any such grievance made by a referee pursuant to Clause 8.06 will be referred to arbitration at the request of either party. A board of arbitration shall be composed of one person appointed by the Company, one person appointed by the Union, and a third person to act as chairman, chosen by the other two members of the board. If the two appointees are unable to agree on a chairman, the Minister of Labour of the Dominion of Canada will be requested to appoint a person to act as chairman. The majority decision of a board of arbitration chosen or appointed in the above manner, or the decision of the Chairman when failing a majority decision, shall be binding on both parties and on the employees.

(f) Delete Clause 8.06 and substitute the following therefor:

8.08. Neither the referee nor the board of arbitration shall have any power to alter or change any of the provisions of this agreement, or to substitute any new provisions for any existing provisions, or to give any decision inconsistent with the terms and provisions of this agreement.

(g) Renumber Clause 8.07 as 8.09.

(h) Add new Clause 8.10 as follows:

8.10. It is understood and agreed by the parties hereto that representatives of any of the Companies may be present at any step of or [any] meeting convened pursuant to the grievance and arbitration procedure provided herein.

(i) Renumber Clauses 8.08 to 8.12 inclusive as 8.11 to 8.15 inclusive, and change the word "settled" where it appears in present Clause 8.09 to read "resolved."

(j) Schedule "A" to this agreement to be changed as follows:

The sum of \$2.13 to be changed to \$2.29
The sum of \$3.20 to be changed to \$3.44
The sum of \$4.26 to be changed to \$4.58
The sum of \$8.52 to be changed to \$9.16
The date April 1, 1962, to be changed to January 1, 1964

The sum of \$2.19 to be changed to \$2.38
The sum of \$3.28 to be changed to \$3.57
The sum of \$4.38 to be changed to \$4.76
The sum of \$8.76 to be changed to \$9.52

2. Settlement Pay

Each Company shall, as soon as possible after ratification hereof, pay to every employee 10 cents for every hour worked by

such employee for such Company from January 1, 1963, to the date when the new agreement comes into operation. This payment shall not be made to any employee who is no longer available for work covered by the collective agreement, provided that if an employee died before the date of ratification hereof, any settlement pay that would have been due to him shall be paid to his estate or personal representative.

3. Panels of Referees

The Panels of Referees for the purpose of the grievance procedure and the order of the names shall be as follows:

Panel "A":

H. H. VanBuskirk
J. Kearney

Panel "B":

Harry W. Arthurs
Thomas C. O'Connor

Dated at Toronto, Ont., this 9th day of July, 1963.

For the Union:

C. E. Rampersaud
E. A. Clarke
W. Egan

For the Companies:

W. L. Cochrane
J. Schroeder
H. R. Wright
Albert Pye
T. Green

Report of Board in Dispute between

Hamilton Shipping Company Limited, Yorkwood Shipping and Trading Company Limited, Eastern Canada Stevedoring Company Limited, Cullen Stevedoring Company Limited, Pittston Stevedoring Corporation of Canada Limited, Brown and Ryan Limited

and
International Longshoremen's Association

The Board of Conciliation and Investigation appointed under the Industrial Relations and Disputes Investigation Act to deal with the dispute between the parties hereto met in Toronto on April 15 and 16, and on June 10 and 20, last. As this Board had also been appointed to deal with a dispute between certain stevedoring companies operating in Toronto Harbour and Local 1842 of the International Longshoremen's

Association, and since many of the issues in contention were similar, the Board, on consent of all parties, heard the two disputes together.

During the negotiations, extensive and comprehensive oral agreements were advanced by the Union and the Companies, and considerable documentary evidence was adduced. Two main areas of conflict developed between the parties. Most of the effort

During July, the Minister of Labour received the unanimous Report of the Board of Conciliation and Investigation established to deal with a dispute between Hamilton Shipping Co. Ltd., Yorkwood Shipping and Trading Co. Ltd., Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Pittston Stevedoring Corporation of Canada Limited, Brown and Ryan Limited, and Local 1654 of the International Longshoremen's Association, Hamilton.

The Board was under the chairmanship of His Honour Judge P. S. MacKenzie, Walkerton, Ont. He was appointed by the Minister in the absence of a joint recommendation from the other two members, W. J. Whittaker, Q.C., Toronto, and A. Andras, Ottawa, nominees of the Companies and Union, respectively. The Report is reproduced here.

of the Board and counsel was directed to the attempt to find a mutually satisfactory solution to the problems raised by the divergent views with regard to the conduct of operations in these fields of the industry.

The members of the Board are pleased to report that, during conciliation, the parties were able to reach an acceptable basis of settlement of these differences, and as a result, all other matters in dispute were satisfactorily concluded.

An agreement was arrived at, which the bargaining committee and the Companies signed, and in which each recommended to their respective principals that all outstanding issues be settled on the basis of the memorandum.

The memorandum of agreement is included herewith and forms part of this Report.

The Board of Conciliation unanimously recommends that all issues be settled on the terms of the said memorandum.

All of which is respectfully submitted.

(Sgd.) P. S. MacKenzie,
Chairman

(Sgd.) J. Whittaker,
Member

(Sgd.) A. Andras,
Member.

Dated at Walkerton, Ont., this 12th day of July, 1963.

Memorandum of Settlement—Hamilton

The parties hereto hereby agree to recommend the following to their respective principals as a settlement of all matters in dispute.

I. Changes in Renewal of Agreement

That the collective bargaining agreement between them dated August 18, 1961, be renewed for a period commencing on date of signing, and expiring December 31, 1964, subject only to the following changes:

(a) Clause 3.01 to be deleted and the following substituted therefor:

At the opening of each operating season, or at any other time should it become necessary, the Companies as a group shall discuss with the Union the number of gangs (herein referred to as regular gangs) expected to be necessary to handle the normal operations during the season, and at that time, shall name persons from among the Union membership who shall be the foreman and sub-foreman respectively, of each gang.

(b) Add the following sentence to Clause 3.05:

The work week for rotation purposes to be from Monday morning to Sunday midnight.

(c) Add the following sentence to Clause 3.08:

Under no circumstances will a Union man leave his gang to fill any position in an irregular or Non-Union gang, except a position as foreman, winchman or signalman.

(d) Delete Clause 3.09 and substitute the following therefor:

In the event that a foreman is discharged or quits, or is not available for work, his place will be taken by the sub-foreman, or if neither of them is available, then the Company shall name a new foreman in his place, who, on becoming a foreman, and so long as he acts as foreman for that particular gang, shall have the right of selection set forth in Clause 3.04 and subject to the provisions of paragraph 3.10.

(e) Add the following as Clause 3.13:

Men who are formed into regular gangs will at all times report for work when their gangs are called out. If any man is unable to report for work due to illness or any other cause, he will be required to inform his foreman in sufficient time so that a replacement may be informed to report for work. All gang members will report to their foreman at the gate not later than 10 minutes prior to starting time.

(f) Clause 5.09 to be deleted and the following substituted therefor:

5.10. During the lifetime of this agreement, each of the Companies shall pay to the Trustees of ILA Locals 1842-1869 Health and Welfare Trust Fund the sum of 8 cents per man-hour worked by their respective employees in the bargaining unit, the said sums to be used to provide vacation benefits in accordance with paragraph No. 26 of the Memorandum of Agreement, dated October 26, 1961, which provides for the establishment of a Board of Trustees to be known as the Trustees of ILA Locals 1842-1869 Health and Welfare Trust Fund.

(g) Clause 5.10 to be renumbered 5.09.

(h) Clause 5.11 to be deleted and the following substituted therefor:

5.11. Effective on the signing of this agreement, each of the Companies shall pay to the Trustees of ILA Locals 1842-1869 Health and Welfare Trust Fund, the sum of 13 cents per man-hour worked by its respective employees in the bargaining unit, such sums to be used for the purposes set forth in the Memorandum of Agreement, dated October 26, 1961, establishing the Board of Trustees to be known as the Trustees of ILA Locals 1842-1869 Health and Welfare Trust Fund. Effective January 1, 1964, this contribution shall be increased to 15 cents per man-hour worked.

(i) Add the following as Clause 6.10:

After the 10th day of November in each year, when all regular gangs are fully employed, gangs may be interchanged between Companies during a working period. However, each employing Company must guarantee the two-hour minimum referred to in Clause 6.04.

(j) Change the word "settled" where it appears in Clause 8.09 to read "resolved."

(k) Add the following as Clause 8.12:

Any man who is consistently absent from his gang without just cause may, after due consultation between the Union and the Companies, be removed from his gang and placed on the spare list.

(l) Renumber present Clause 8.12 as Clause 8.13.

(m) Schedule "A" to this agreement to be changed as follows:

The sum of \$2.13 to be changed to \$2.29
The sum of \$3.20 to be changed to \$3.44
The sum of \$4.26 to be changed to \$4.58
The sum of \$8.52 to be changed to \$9.16
The date April 1, 1962, to be changed to January 1, 1964
The sum of \$2.19 to be changed to \$2.38
The sum of \$3.28 to be changed to \$3.57
The sum of \$4.38 to be changed to \$4.76
The sum of \$8.76 to be changed to \$9.52

2. Settlement Pay

Each Company shall, as soon as possible after ratification hereof, pay to every employee 10 cents for every hour worked by such employee for such Company from January 1, 1963, to the date when the new agreement comes into operation. This payment shall not be made to any employee who is no longer available for work covered by the collective agreement, provided that if an employee died before the

date of ratification hereof, any settlement pay which would have been due to him shall be paid to his estate or personal representative.

3. Referee

The Referee for the purpose of the grievance procedure shall be Capt. P. A. Kelley

Dated this 9th day of July, 1963.

For the Union:

Peter James Campbell, *President*
Robert Smethurst
Allan Rideout, *Vice-President*

For the Companies:

B. J. B. Tice
J. Lees
H. R. Wright
J. Schroeder
T. Green
W. L. Cochrane

Canadian Railway Board of Adjustment No. 1 Releases Decisions in Five Recent Cases

The Canadian Railway Board of Adjustment No. 1 last month released decisions in five cases heard in June.

The first dispute was over the removal of three firemen-helpers from the firemen's seniority list when they accepted permanent hostling assignments and were placed on the hostlers' seniority list.

The second dispute concerned firemen's claims for pay for an extra day a month when they were not called for work, as had been the practice.

The third was over a switcher crew's claims for pay at wayfreight rates for time spent operating a snowplow.

The fourth and fifth disputes were over the company's reducing yard assignments from six to five days.

The contention of the employees was sustained in the first and third cases; rejected in the second. Although the fourth and fifth cases concerned the same type of dispute, the decision was in the employees' favour in the fifth but not in the fourth.

The five cases, Nos. 807 to 811, are summarized below.

Case No. 807—*Dispute between Ontario Northland Railway and Brotherhood of Locomotive Firemen and Enginemen over the removal by the company of the names of three firemen-helpers from the firemen's seniority list when they were placed on the permanent hostlers' list.*

Three firemen were successful applicants when all hostling assignments were re-bulletined as five- or six-day assignments and three relief assignments were added. They were then placed on the permanent hostlers' seniority list, and their names deleted from the firemen's seniority list. The Brotherhood contended that the three should have their seniority as firemen restored.

The union in its contention quoted an article of the agreement which stipulated that no change would be made in the seniority status of an employee unless the change were concurred in by the General Chairman. That concurrence had not been given in this case, it said. It also contended that the company had violated another article of the agreement by appointing additional permanent hostlers without making any arrangement with the General Chairman.

The union further quoted an article of the agreement concerning the employment of firemen with a seniority date prior to February 17, 1958 on diesel locomotives in other than passenger service, contending that this rule constituted a contract between the Brotherhood and the company with regard to such firemen which guaranteed the preservation of their right to promotion as enginemen.

The three firemen concerned in the dispute had been deprived of their contractual rights without regard to their wishes and

without the concurrence of their accredited representative, the union stated.

The company contended that when the firemen had been placed on the permanent list of hostlers their names had rightly been deleted from the list of firemen, since they had exercised their seniority rights to a permanent position in another classification and therefore could not continue to hold rights as firemen also.

The contention of the employees was sustained and the seniority of the three firemen was restored. The Board urged the parties to agree on a basis on which firemen with seniority prior to February 17, 1958 bidding in hostlers' positions would not lose their rights to promotion as engine-men.

Case No. 808—*Dispute between Canadian National Railways (Atlantic and St. Lawrence Regions) and Brotherhood of Locomotive Firemen and Enginemen, ex parte, concerning claims of seven firemen-helpers to pay on account of their not being called to work an extra day a month when such extra day's work was available.*

Seven firemen-helpers protested that they had not been called to work an extra day a month—a customary practice for firemen-helpers in yard service in the Atlantic and St. Lawrence regions—since the implementation of the five-day week. Instead, firemen from the spare board were called to fill the assignments. The seven submitted claims for pay for the work they had missed.

"It is quite obvious the company has forced a reduction in pay on the employees affected," the Brotherhood said in its contention.

The employees based their argument on an article in the agreement that reads: "Regularly assigned firemen and helpers may be permitted to work one extra day each month at pro rata rate; arrangement for this extra day to be agreed to between the local chairman and the locomotive foreman."

The union contended that this rule, in effect, gave regularly assigned employees a claim to an extra day's work a month when the work was available. The company took the position that the application of the provision in the article in question was of a permissive nature and was in no way mandatory, and that consequently it did not establish entitlement to an extra day a month by inference or otherwise.

This case was re-heard by the Board in the presence of a referee, whose decision constituted the decision of the Board.

The referee in his decision pointed out that neither of the parties in the case had "reached for a purely literal meaning" of

the disputed article of the agreement, "but each [had] made references to [its] labour relations meaning . . . in the light of its origin in the collective relations of the parties." He then proceeded to examine the circumstances in which the article was framed when, in 1955, after the Maybank Conciliation Board had made its report, the company and the union agreed on a five-day week on terms designed to maintain weekly pay formerly earned in a six-day week.

When the five-day week issue came up in 1955, the referee said, the Maybank Board was faced with the question of whether to recommend the 20-per-cent wage increase—given to other trades when they gained the five-day week to maintain the same take-home pay as for a six-day week—on rates as they were before April 1, 1952, on which date an increase of 12-per-cent had been given, followed in February 1953 by a further increase of 1 per cent, or on rates as they were in 1955 with the 12 per cent and the 1 per cent included.

The Board recommended the lower rate base, and "as some compensation" for the lack of equivalence in take-home pay for a five-day week, it also recommended that "regularly assigned firemen should be permitted to work one extra day per month at straight time, such extra day's work to be arranged between the various locomotive foremen and local chairmen," the referee said.

In translating this recommendation into their collective agreement the parties dropped the Board's language of "should be permitted" and substituted the language of "may be permitted". Obviously, what happened was that the company regarded the recommendation as giving it a discretion which became clearly reflected in [the Article cited], and the Brotherhood regarded the recommendation as imposing an obligation (so long as work was available) which was not attenuated by the change in language in the article.

For the Brotherhood, the use of "may" and the reference to local "arrangements" merely carried out its understanding that the work opportunity would be given if work was available, and it might not be available in some regions or areas.

For the company, these words underlined its conviction that assignments providing for an extra day per month could be made or withdrawn as its operating convenience dictated. It pointed out that in some areas, for example, in Sydney, Nova Scotia, assignments were never set up with an extra day per month opportunity, (although presumably work was available there), and in the Prairie and Mountain Regions they were discontinued in 1960 without protest . . .

In adjudicating on the present claim, the Board and Referee must start with the language of the agreement which is not couched in obligatory terms and which, so far as it has a history, does not show a course of obligatory implementation. We cannot be certain in the light of these factors whether the Maybank Board intended a peremptory obligation once

work was available rather than a form of accommodation. But, whether it be the former or the latter, the terms of [the Article cited] point to the latter and it is unnecessary to speculate on whether the parties deliberately intended to water down what the Maybank Report may conceivably have intended as a contractual right of the employees. In either case, the conclusion must be that the Brotherhood's claim fails.

The referee's award constituted the decision of the Board of Adjustment.

Case No. 809—*Dispute between Canadian National Railways (Great Lakes Region) and Brotherhood of Railroad Trainmen over the claims of a conductor and crew in road switcher service for pay at way-freight rate when they were required on two occasions to operate a snowplow.*

A conductor and crew were regularly assigned to a road switcher run Palmerston-Listowel and return, and Palmerston-Durham and return, with Palmerston as home terminal. Each leg of the assignment was within the 30-mile radius specified in the article of the agreement that defined pay and working conditions applicable to trainmen in road switcher service. The article called for a particular rate of pay in recognition of the right given to the company to run trainmen "in and out through their regularly assigned initial terminal without regard for rules defining completion of trips."

On two occasions the conductor and crew were required to operate a snowplow. They submitted claims for wayfreight rates for the mileage in snowplow service. The company declined the claims.

The union contended that the rule that defined rates of pay and working conditions applicable to trainmen assigned in road switcher service applied only when trainmen were performing the regular switching services to which they were assigned. Before the crew started out with the snowplow they had already completed the duties of their assignment and should have been released from duty, the Brotherhood argued; and when they left their initial terminal in snowplow service, they were no longer governed by rules applying to road switcher service but were working on a new tour of duty in a class of extra road service, and were entitled to the rate of pay provided in other articles of the agreement.

The company, in its contention, cited an article of the agreement that reads: "Trainmen performing more than one class of road service in a day or trip will be paid for the entire service at the highest rate applicable to any class of service performed . . .

Snowplow service, the company said, was a class of road service and was paid for at wayfreight rates, and on each of the

occasions mentioned in the dispute the snowplow service was performed during the hours, and within the designated limits of the crew's regular assignment, and was paid for on a continuous time basis at the higher road switcher rate for the entire tour of duty.

The company also contended that there was nothing in the article quoted by the union that precluded the use of an assigned road switcher crew in snowplow service during part of their regular day. In such circumstances, the company said, snowplow service was in fact a "class of road service," as referred to in the article quoted above, and had been properly paid for at the "highest rate applicable to any class of service performed."

The case was re-heard by the Board in the presence of a referee, whose award constituted the Board's decision.

In seeking to reconcile the article of the agreement on which the company relied with the article on which the union rested its case, the referee pointed out that the former was a general provision, while the latter was a particular one. "It is a rule of common sense," he went on to say, "that an agreement must be construed, so far as possible, to give effect to all its provisions; and that, accordingly, a general provision which in terms is broad enough to cover particular situations will be read subject thereto if this is reasonably necessary to give effect to the different terms covering the particular situations."

Road switcher assignments are specially treated in the article cited by the union, the referee said, "and where such an assignment (as is the case here) falls within that article, the provisions governing it should be applied as against limiting or contradicting general clauses.

It follows that extra road service beyond the regular road switcher assignment must be limited to service to make up the monthly guarantee, and, where ordered otherwise, the road switcher crew is entitled to additional compensation according to the class of extra service. This is all the more appropriate in this case where the road switcher assignment is not one to be performed within fixed hours and where the conductor and crew were ordered out on snowplow service from their home terminal without being required to do any further switching. The two claims here are accordingly allowed, and adjustment in compensation will be made. There was no dispute that snowplow service is payable at wayfreight rates, but redress to [the conductor] and crew will take account of the compensation already paid to them for the disputed service.

Case No. 810—*Dispute between Canadian Pacific Railway Company (Prairie and Pacific Regions) and Brotherhood of Locomotive Engineers, ex-parte, over the company's action in reducing six-day yard assignments for engineers at Sutherland, Sask., to five days a week.*

The right of the Canadian Pacific Railway Company unilaterally to reduce six-day yard assignments of engineers to five-day assignments when there has been no change in operational requirements was contested by the Brotherhood of Locomotive Engineers.

When the company reduced engineers' yard assignments at Sutherland, Sask., from six to five days a week during the period November 19 to December 16, 1962, two engineers submitted claims for payment for the days denied them during the period because of the reduction. The company declined the claims.

A second dispute arose when the company, effective with the change of timetable, April 28, 1963, put engineers in the Sutherland yard on a five-day instead of a six-day week. Both disputes were heard together in the presence of a referee, whose award becomes the decision of the Board.

In both disputes, the union said the company had violated an article in the agreement defining "five-day week" contending that the article provided the Brotherhood's local representatives with the option of arranging with the railway's local representatives for six-day assignments where service is required six days a week.

The company interpreted the same article as giving it the unrestricted right to establish five-day assignments in yard service. The decision in the dispute, therefore, turned entirely on the correct interpretation of the article.

As the referee said in his award, "The contention of the Brotherhood, shortly stated, is that the contract between the parties has since 1954 entitled the engineers to a six-day week, volume of work permitting. Not only (according to the Brotherhood) was this undertaking written into the agreement in 1954 and continued to date, but practice has verified it. The company's position is that the agreement cannot be so construed, but on the contrary it gives the company the unrestricted right to establish a five-day week."

The referee in his award set out the whole of the disputed article. Some of its main provisions are: A work week of five consecutive days of eight hours each is established with two days off in each seven; the work week will be established in accordance with the railway's operational requirements; and all regular or regular relief assignments for yard service engineers shall be for five consecutive days per work week of not less than eight consecutive hours per day.

The "pivotal clause of the agreement," the referee said, was the one reading: "In cases where day off is to be filled which is

not made part of a regular assignment, such day (or days), by arrangement between the representatives of the company and the organization will be filled by the regularly assigned engineer and paid at *pro rata* rates." A note appended to this clause said that "the assignment may be set up as a six-day assignment, and will be bulletined as such, specifying the day off. This will apply to regular relief assignments as well as to regular assignments. Seven-day assignments are not contemplated under this arrangement . . ."

The referee pointed out that evidence showed that during the negotiations which resulted in the drawing up of the disputed article the Brotherhood had insisted that "the negotiation of a five-day week was not intended to reduce the engineers' opportunity to work six-day assignments where the jobs could be so worked, and this position was underlined by the Brotherhood's acceptance of *pro rata* rates rather than premium rates for the sixth day."

As the negotiations drew to a close, however, the referee said, "it became a nice question whether the parties were talking in terms of six-day obligation or a six-day accommodation which might or might not continue. To put the matter bluntly, what the parties finally agreed to must be viewed first in the terms of the contract that was the product of their negotiations; and even if secondary references are in order, they do not commend themselves in this case as offering any help."

A reading of the article, the referee said, "makes it manifest that a yard engineer's days off may be made part of another's regular or regular relief assignment, but equally they could be made part of his own tour of duty, save . . . that seven-day assignments are discouraged."

Referring to the clause that "provides for arrangements on the local level that an engineer's day off may become a working day for him, bulletined as such and paid for at *pro rata* rates," the referee said:

There is nothing in this clause which says that arrangements once made must continue in all circumstances. The obligatory feature of the clause, represented by the phrase "will be filled," is conditioned by the opening words, "in cases where day off is to be filled which is not made part of a regular assignment" . . . And it is also conditioned by the specification of arrangements between local representatives of company and Brotherhood . . . To put the matter simply, a regularly assigned yard engineer who is on a five-day week with two days off in seven can rightly claim a sixth day's work per week only if the company requires that day to be worked and does not make it part of another regular assignment.

Nothing in the facts in the two cases in hand brings them within this scope of [the disputed article]. The company is free to decide that it will not fill days off; equally, it may fill

them as part of another regular assignment. In neither situation is a regularly assigned engineer entitled, as to right, to a sixth day of work . . .

"It follows, therefore," the referee ruled, "that the claims of the Brotherhood must be disallowed."

Case No. 811—Dispute between Canadian Pacific Railway Company (Prairie Region) and Brotherhood of Locomotive Firemen and Enginemen, ex parte, over the claim of two firemen for payment for time lost by reason of the company's shortening of their regular assignment from six to five days per week.

Case No. 811 was re-heard by the Board in the presence of the same referee as in Case No. 810; his award constituted the decision of the Board. And the case turned partly on the interpretation of an article in the firemen's agreement that was almost identical with the disputed article in the engineers' agreement cited in Case No. 810.

The dispute arose when the company reduced firemen's yard assignments at Sutherland, Sask., from six to five days a week during the period November 19 to December 16, 1962. Two firemen submitted claims for payment for the days denied them during the period because of the reduction. The company declined the claims.

The referee pointed out that the claims of the two firemen resulted from the same reduction in shifts as did the claims of the two engineers in Case No. 810. The firemen's arguments, however, went farther. They relied in addition on an article that had its origin in the settlement between the parties on June 16, 1958 of the strike on the issue of retention of firemen on diesels in freight and yard service.

This article provided that firemen with a seniority date prior to April 1, 1956 would have "the right to work in their turn as firemen, up to 3,800 miles per month in freight service or six days per week in yard service to the extent that positions as firemen are available in their seniority territory on locomotives of a type to which firemen were previously assigned and in a class of service previously calling for the assignment of firemen."

The referee pointed out that the settlement arrived at by the parties in June 1958 extended preferred protection to employees with a seniority date prior to April 1, 1956; and that the Brotherhood at that time "relied strongly on the company's submissions to the [Kellock] Royal Commission as justifying the Brotherhood's contention that there was, in effect, a guarantee that assignments could continue to be for six days."

He pointed out also that for firemen with seniority later than April 1, 1956, the company had proposed a guarantee of only five days' pay for yardmen; and from this he argued that "the suggested inference . . . was that the guarantee of five days' pay for this less preferred group could only mean that the most preferred group would have six-day assignments, not as a matter of discretion or of convenience, but as a matter of right."

Unless the article inserted in the firemen's agreement to settle the diesel dispute led independently to the conclusion that six-day assignments were promised to the firemen, it had to be construed in the light of the article common to both the firemen's and engineers' agreements. And when so construed, it cannot have "any greater effect as a stipulation of employee rights" than the common article itself, the referee said.

He went on to point out that the concluding clause of the agreement of June 16, 1958, by which the additional article was introduced, "provides that where there is conflict the terms of this agreement shall supersede all previous agreements, rulings or interpretations."

The words used in the additional article were the company's words, the referee said, "and, in the circumstances of their use as a proposal for compromising the dispute about retention of firemen, there is no reason to water down their plain meaning." There was no indication in those words, as there was in the words of the article common to the firemen's and engineers' agreements, of any alternative course of action open to the company, or of any need of making arrangements with the company.

"Indeed, the use of the phrase 'will have the right to work' conveys at once an imperative for the company and a suggestion that there was no such 'right' previously," he said.

The referee decided that the Brotherhood's claim was sustained under the additional article, and he directed that the two firemen, both of whom had a seniority date prior to April 1, 1956, should be compensated for the loss of one day a week according to their claim. He also directed that they should be put on a six-day week assignment as long as there was available work at Sutherland.

The referee noted that his decision in this case conflicted with the decision of the referee in Case No. 797 (L.G., Jan., p. 53), who ruled that the additional article did not amend or alter the article defining the five-day week. He defended his decision, however.

(Continued on page 888)

Legal Decisions Affecting Labour

Ont. Court of Appeal rules secondary picketing illegal "per se" and B.C. Supreme Court holds that B.C. Trade-unions Act prohibits secondary picketing. Alta. Supreme Court finds one part of Labour Act is not applicable to governors of University

In Ontario, the Court of Appeal, reversing the judgment of the Chief Justice of the Ontario High Court, enjoined secondary picketing of a retailer's store, stating that peaceful secondary picketing is illegal *per se*, and finding as additional grounds for injunction the intention to induce a breach of contract, damages to retailer's business and an unlawful conspiracy to injure the retailer in his trade.

In British Columbia, the Supreme Court upheld an injunction against peaceful picketing away from an employer's place of business, as such picketing, even when the strike is lawful, is prohibited under the B.C. Trade-unions Act.

In Alberta, the Supreme Court upheld the ruling of the Alberta Board of Industrial Relations that the Board has no authority to certify a trade union as a bargaining agent for a unit of employees of the University of Alberta and held that the board of governors of the University, acting under the University Act, is not subject to certification and collective bargaining provisions of the Alberta Labour Act.

Ontario Court of Appeal . . .

. . . enjoins picketing of retailer, stating that secondary picketing is illegal "per se"

On February 27, the Ontario Court of Appeal allowed an appeal from the judgment of Chief Justice McRuer of the Ontario High Court (L.G., May, p. 401) and ruled that if there is a common-law right of communicating information peacefully by secondary picketing, such right must give way to the retailer's right to trade, which is a more fundamental right for the benefit of the community at large than the right of secondary picketing, which benefits only a particular class.

Further, it was held on appeal that there was a contract between the retailer and the manufacturer, that the picketing was intended to induce a breach of contract, that the picketing was a "besetting" of the retailer's place of business causing or likely

to cause damage and that the picketing was in contravention of the provisions of the Criminal Code since it was not only for the purpose of communicating or obtaining information.

The situation arose out of a labour dispute between Deacon Brothers Sportswear Ltd. of Belleville, Ont., and the Amalgamated Clothing Workers of America, the collective bargaining agent for the employees. The retailer and its own employees were not, in any way, involved in the dispute. The retailer did sell, as part of its stock-in-trade, clothing manufactured by the Deacon company. The company, after a report by a conciliation board, refused to conclude a collective agreement with the union, which was certified on August 12, 1960 to act as the collective bargaining agent for the employees of the company.

The retailer stated in an affidavit that a union representative visited his shop and requested him to cancel any orders he had with the Deacon company; the retailer refused. The retailer also maintained that at that time there were no orders with the company. Several days later, the shop was picketed and this, it was contended by the retailer, would have a detrimental effect on business.

The union official stated in an affidavit that the union wished to avoid strikes and in lieu preferred to conduct educational campaigns to acquaint its members and the public generally with the desirability of purchasing goods made in shops represented by that union.

He swore he visited the retailer, viewed a garment order and at the same time requested the retailer to call or write the company and protest the fact that its goods were not union-made. The union official stated also that he returned in the company of another union official to inquire whether the order from the company had been received and whether the retailer had thought about his request.

When the retailer did not accede to the union request, his shop was picketed, by

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

not more than two picketers at any one time. They carried only one placard, on which the following was printed: "Attention Shoppers—Deacon Bros. Sportswear Ltd. sold at Hersee's—made by non-union labour—protect your own standards of living. Look for the Amalgamated Union label when you buy men's and boy's apparel." The words "Deacon Bros. Sportswear Ltd" and "Hersee's" and "non-union labour" were printed larger than the other words on the placard and this disparity in size enabled these words to be read at a glance whereas greater attention was required to read the others.

In the Court of Appeal, Mr. Justice Aylesworth, when considering the apparent conflict in the affidavits, held that an order had in fact existed and that the union representative had attempted to induce the retailer to cancel its order with the Deacon Company.

In his judgment in the Ontario High Court, Chief Justice McRuer held that there had not been a conspiracy to bring about a breach of contract between the retailer and the company and that there had not been an attempt to injure the retailer in his trade. He also ruled that the union's predominant motive was to benefit the union and that there was no contract between the retailer and the company. The union, he felt, was exercising a common-law right to peacefully communicate information and there was nothing to substantiate the allegation that the union was committing an actionable nuisance.

Mr. Justice Aylesworth, as indicated, held that there was a contract between the retailer and the company and that the union representatives, acting individually at least, tried to induce the retailer to break it. He thought the chief purpose of picketing was to force the retailer's hand and "thus indirectly to bring pressure to bear upon the Deacon Company."

Mr. Justice Aylesworth held that there were many persons who, because they were members of some union, would respect the picket line. Moreover, he felt the presence of pickets would deter private citizens not directly interested in the labour movement from doing business with the retailer.

Mr. Justice Aylesworth was of the opinion that the material on the placard showing who supported the "campaign" and the way the sign was printed linked the manufacturer, the retailer and non-union labour. On this point he said:

To me, and I should think to anyone seeking to do business at the [retailer's] premises, the inference is unmistakable—Hersees is in a dis-

pute of some kind with organized labour; don't become involved! I think any other conclusion is unrealistic . . .

He went on to say that the retailer's fear of damage caused by the picketing was justified.

On this aspect of the case, Mr. Justice Aylesworth summarized his conclusions and maintained that there was a contract of which the union was aware and which it attempted to induce the retailer to break by picketing the shop, that the picketing was a "besetting" likely to cause the retailer damage and that, since the picketing was not for the purpose only of "obtaining or communicating information," it was unlawful according to the provisions of the Criminal Code (Section 366) and therefore ought to be restrained.

Even if the picketing was lawful as being picketing carried on for the purpose only of communicating information, Mr. Justice Aylesworth was of the opinion that it ought to be restrained. The retailer had a right lawfully to engage in its business; the picketing had caused or was likely to cause damage to the retailer and, for this reason, the right of secondary picketing, if such a right exists, must give way to the retailer's right to trade. He held that the right to secondary picketing is exercised for the benefit of a particular class, while the right to trade is a right far more fundamental for the benefit of the community at large.

He added: "If the law is to serve its purpose then in civil matters just as in matters within the realm of the criminal law, the interests of the community at large must be held to transcend those of the individual or a particular group of individuals."

Mr. Justice Aylesworth noted that the decisions brought to his attention were cases concerning secondary picketing in which there was some element of unlawfulness involved such as intimidation, nuisance or inducement of breach of contract. However, he deduced from these decisions a trend towards absolute prohibition of secondary picketing. He viewed these judgments, in particular the decision of the Supreme Court of Canada in *A. L. Patchett & Sons Ltd. v. Pacific Great Eastern R. Co.* (L.G. 1959, p. 395) as declaring secondary picketing to be illegal *per se*.

The Court of Appeal reversed the judgment of Chief Justice McRuer and restrained the union from watching, besetting or picketing the retailer's place of business. *Hersees of Woodstock Ltd. v. Goldstein et al.*, (1963) 38 D.L.R. (2d), Part 7, p. 449.

British Columbia Supreme Court . . .

. . . enjoins peaceful picketing away from the sole place of business of an employer

On November 9, 1962, Mr. Justice Verchere of the British Columbia Supreme Court, renewing until trial an *ex parte* injunction restraining peaceful picketing, held that under the British Columbia Trade-unions Act peaceful picketing in pursuance of a lawful strike is prohibited when not limited to the primary employer's place of business.

Further, the Court held that although full disclosure of all material facts is a condition of granting an *ex parte* injunction, the employer's false assertion and non-disclosure of company's involvement in unfair labour practices is not a ground in itself for refusing an *ex parte* injunction to prevent a breach of Section 3 of the Trade-unions Act.

Coles Bakery Ltd. operated a bakery at 17515 56A Avenue in Cloverdale, B.C., which address was the only place of the company's business, operations and employment. Bread and bakery products of the company were sold to independent retail outlets in various communities and the company had no interest, direct or indirect, in any of these retail outlets. A labour dispute between the company and Local 468 of the Bakery and Confectionary Workers' International Union of America led to a legal strike and picketing.

On October 5, 1962, an *ex parte* injunction was granted restraining the union from picketing the premises of any of the company's customers, persuading anyone not to deal in or handle the company's products, or doing business with the company, and from interfering with the contractual relations of the company with any other person or corporation, except at the company's place of business, which is 17515 56A Avenue, Cloverdale.

At the time of expiration of the *ex parte* injunction, the company applied for the renewal and continuation of the injunction until the trial.

The union opposed the application on two main grounds. The first ground was that, in applying for an *ex parte* injunction and later for the renewal of injunction, the company, in its submissions, suppressed some material facts. In effect, the company, in its submission, claimed that it had never dismissed any employee because he was engaged in legitimate trade union activities and that the statement to this effect in the pamphlet circulated by the union was untrue. The company's submission failed to

disclose that in 1959 and 1961 the Labour Relations Board had found it proved that the company had unlawfully sought, by dismissal, to induce two employees from becoming or continuing to be members of the union and ordered them to be reinstated.

Nor did the company disclose that in 1961 the Board gave its consent to the prosecution of the company for failure or neglect to reinstate one of the above-mentioned employees.

The union, on this ground, claimed that the disclosure of all material facts was essential for granting an *ex parte* injunction. A reference was made to *Kerr on law of Injunctions* (pp. 557-8) where, regarding an application for an *ex parte* injunction, it was stated that "there must be no concealment or misrepresentation, but all the facts must be brought before the Court which are material to be brought forward".

Mr. Justice Verchere did not sustain the first ground of union opposition to the injunction. His reasoning on this matter was as follows: The granting of an *ex parte* injunction against picketing was directed against an alleged breach by the union of Section 3 of the B.C. Trade-unions Act which, in Subsection (1), provides that in case of a legal strike a union may

at the employer's place of business, operations or employment, and without acts that are otherwise unlawful, persuade or endeavour to persuade anyone not to

- (a) enter the employer's place of business, operations, or employment; or
- (b) deal in or handle the products of the employer; or
- (c) do business with the employer.

Subsection (2) states that such acts are prohibited "except as provided in Subsection (1)".

In the opinion of Mr. Justice Verchere, the injunction as granted sought to prohibit an asserted breach of Section 3 of the Trade-unions Act. In these circumstances, the question of the truth or untruth of some statement made in the union's pamphlet or the company's denial or non-disclosure of some previous unfair labour practices were not material facts to the issue at bar and not a ground in themselves for refusing the award or renewal of an injunction to prohibit a breach of Section 3 of the Trade-unions Act.

The union's second ground for the refusal of the injunction was that pickets walking up and down the main street of Cloverdale carrying placards bearing the words "Coles bread produced by strike breakers behind a legal picket line" and distribution from

house to house in Cloverdale, Surrey and Nanaimo of a union pamphlet headed "Facts about the Bakery Strike in Cloverdale" were not acts which could or should be enjoined.

The union further argued that Cloverdale generally was the company's place of business, operations or employment, that the strike was legal under the Labour Relations Act, that it was lawful under Section 3(1) of the Trade-unions Act for the union to persuade or endeavour to persuade at any place in Cloverdale anyone not to do the things referred to in Section 3(1), and finally, that the words in the Section "place of business, operations, or employment" should be construed in a popular sense, especially as the pickets walking up and down the main street of Cloverdale with placards were not interfering with anyone other than the company in question.

In dealing with this argument, Mr. Justice Verchere noted that the company operated a bakery at 17515 56A Avenue, Cloverdale, and that was the company's only place of business, operations or employment, and the company had no interest, direct or indirect, in any of the independent retail outlets in various communities where the company's bread and bakery products were sold.

Mr. Justice Verchere pointed out that in *Koss v. Konn* (L.G. 1962, p. 69), Mr. Justice Tysoe pointed out that the true object, purpose, and nature of subsection (2) of Section 3 of the Trade-unions Act is protection of the liberty of a person to carry on his legitimate business in the province and the right to the use of his premises without interference, except when he is an employer who is himself involved in a legal strike or a lockout. The evil with which the subsection is intended to grapple is the interference with the lawful business and operations of a person who is not himself involved as an employer in a legal strike or a lockout.

Mr. Justice Verchere, in the case at bar, interpreted Mr. Justice Tysoe's judgment as the prevention of what might be called "secondary picketing" and the prevention of consequent interference with the business and operations of a person not involved as an employer in a legal strike or lockout.

Further, Mr. Justice Verchere stated that the placards carried by the pickets on the main street of Cloverdale, which is not the street on which the bakery in question is situated, were intended to persuade persons not to do business with the company or handle its products. Such interference with the company's business relations was unlawful within the context of the *Koss v. Konn* ruling.

Further, as the picketing on the main street of Cloverdale was not at the "employer's place of business, operations, or employment" because the pickets were walking up and down the whole street generally, such picketing, in the opinion of Mr. Justice Verchere, should be restrained until the trial.

Finally, Mr. Justice Verchere dealt with the union's argument that the distribution of the pamphlets to private households in various communities should not be interfered with, because to do so would constitute an interference with or suppression of free speech. In his opinion, in so far as the distribution of the pamphlets constituted no more than a dissemination of information, such distribution was not objectionable. It is only when it constitutes or comprises a means of persuading or attempting to persuade others not to do things recited in Section 3(2) of the Trade-unions Act that it comes within the purview of the Act and then, as Mr. Justice Tysoe pointed out in the judgment referred to above, the effect, whatever it is, of limiting free speech is a purely incidental one.

The distribution of the pamphlets did not take place at the company's place of business, but was widespread not only in Cloverdale but in other communities, with the result, pointed out by the company, of inducing some customers to stop buying the company's bread and other bakery products. Consequently, in Mr. Justice Verchere's opinion, such an interference with the company's lawful business was prohibited within the context of *Koss v. Konn* decision.

The Court renewed the injunction to continue until the trial. *Coles Bakery Ltd. v. Bakery and Confectionery Workers' International Union of America, Local No. 468, and B.C. Federation of Labour* (1963) 36 DLR (2d), Part 10, p. 772.

Alberta Supreme Court . . .

. . . rules University not subject to parts of Labour Act dealing with certification

On May 14, 1963, Mr. Justice Riley of the Alberta Supreme Court, in *certiorari* proceedings, dismissed an application by Local 862 of the National Union of Public Employees to quash a decision of the Alberta Board of Industrial Relations. The Court upheld the Board's ruling that the University of Alberta cannot be required to enter into collective bargaining in order to conclude a collective agreement and that the board of industrial relations has no power to certify under Part V of the Alberta Labour Act a trade union as a bargaining agent for a unit of university employees.

Further, the Court held that the provisions of Part V of the Alberta Labour Act regarding certification and collective bargaining were not intended to interfere with the powers of the board of governors of the University of Alberta to hire and dismiss university employees and to regulate the terms and conditions of their employment, as provided under the University Act.

Reviewing the circumstances of the case, Mr. Justice Riley noted that, if the union was certified as a bargaining agent of university employees under the Alberta Labour Act, the parties would have to negotiate a collective agreement containing provisions with reference to rates of pay, hours of work or other terms or conditions of employment. Any dispute arising on these matters would have to be referred to conciliation proceedings which, if unsuccessful, might lead to a strike or lockout. If a collective agreement was eventually reached, it would have to contain a provision for a final settlement (normally by an independent three-man board) of all grievances arising out of such matters as job definitions, promotions, allocation of work, interpretation of clauses relating to wages, fringe benefits and others.

Further, Mr. Justice Riley noted that the University of Alberta has throughout the years taken the position that it may meet with an organization representing its appointees and entertain their representations, but that it may not divest itself of the ultimate powers and discretions which are imposed upon the board of governors by the University Act; nor can an Act of general application such as the Alberta Labour Act derogate from the specific provisions of the earlier special Act such as the University Act.

Among the powers and discretions granted by the University Act, and of which the University would be divested by the application of Part V of the Alberta Labour Act, are: the power of appointment of a vice-president, deans of all the faculties, the librarian, the bursar, the registrar, the professors, teachers and instructors of the University, or of any such officers or servants as the Board deems necessary to appoint for the proper conduct of the business of the University; the power to fix the salaries or remuneration of all members of the teaching staff and officers and servants appointed by the University; the power to provide, with the consent and approval of the Lieutenant Governor in Council, for the retirement and superannuation of all University appointees; the power to remove from office at the dis-

cretion of the board of governors the members of the teaching staff and other officers and servants of the University.

The issue before the Court narrowed to the question to what extent the provisions of a special Act, such as the University Act, are affected by the provisions of a subsequent general Act, such as the Alberta Labour Act, and the doctrine involved was the application of the principle "*generalia specialibus non derogant*", enunciated most forcibly in *Blackpool Corp'n. v. Starr Estate Co.* (1922) 1 AC 27.

The doctrine is discussed at some length in *Maxwell on Interpretation of Statutes*, 10th ed., p. 176:

Generalia specialibus non derogant, or, in other words, "where there are general words in a later Act which are capable of reasonable and sensible application without extending them to subjects specially dealt with by earlier legislation, you are not to hold that earlier and special legislation indirectly repealed, altered or derogated from merely by force of such general words, without any indication of a particular intention to do so." In such cases it is presumed to have only general cases in view, and not particular cases which have been already otherwise provided for by the special Act. Having already given its attention to the particular subject and provided for it, the legislature is reasonably presumed not to intend to alter that special provision by a subsequent general enactment unless that intention be manifested in explicit language, or there be something which shows that the attention of the legislature had been turned to the special Act and that the general one was intended to embrace the special cases provided for by the previous one, or there be something in the nature of the general one making it unlikely that an exception was intended as regards the special Act. In the absence of these conditions, the general statute is read as silently excluding from its operation the cases which have been provided for by the special one.

In *Blackpool Corp'n. v. Starr Estate Co.*, a special Act of Parliament (Blackpool Improvement Act, 1917) was passed relating to the compulsory acquisition of land by the Corporation of Blackpool and setting forth in some detail the manner in which the owners of property which had been expropriated should be compensated. Two years later, Parliament passed the Acquisition of Land (Assessment of Compensation) Act, 1919, which established quite a different method of establishing compensation for expropriated lands.

The new Act provided specifically that its provisions should apply to all expropriations under any statute, whether passed before or after the new Act, and that the provisions of all expropriation Acts or orders should have effect only subject to the new Act and only so far as they were consistent with it. Notwithstanding these provisions, it was held in the *Blackpool*

Corpn. case that the earlier Act was unaffected by the subsequent general legislation. In this respect, Viscount Haldane held:

... whenever Parliament in an earlier statute has directed its attention to an individual case and has made provision for it unambiguously, there arises a presumption that if in a subsequent statute the Legislature lays down a general principle, that general principle is not to be taken as meant to rip up what the Legislature had before provided for individually, unless an intention to do so is specially declared. A merely general rule is not enough, even though by its terms it is stated so widely that it would, taken by itself, cover special cases of the kind I have referred to Individual rights arising out of individual treatment are presumed not to have been intended to be interfered with unless the contrary is clearly manifest.

Mr. Justice Riley noted that the University of Alberta was incorporated by an Act of the Alberta legislature in 1906. That statute was reenacted in 1910 and the present powers and discretions conferred upon the board of governors and mentioned above are almost as those found in the 1910 legislation. On the other hand, general statutory provisions for certification of bargaining agents and collective bargaining were introduced in Alberta only in 1937, with the passage of the Freedom of Trade Union Association Act and The Industrial Conciliation and Arbitration Act in 1938, out of which there evolved slowly the present Alberta Labour Act. These later general enactments make no specific reference to the earlier special University Act, which must therefore remain unaffected by their provisions.

In summing up, Mr. Justice Riley stated the general principle that where a subse-

quent general enactment can be sensibly applied without interfering with, altering or derogating from the special Act, it will be so construed. Hence, without doing violence to the Alberta Labour Act a court can quite properly find that the provisions of Part V of the said Act were not intended to apply at all to the exercise by the board of governors of the University of Alberta, under Section 25 of the University Act, of its powers to hire and dismiss employees and to regulate the terms and conditions of their employment, their rates of pay, pension benefits and so on.

Mr. Justice Riley added that it is quite open to the board of governors of the University to meet and negotiate with its employees and to make agreements with them concerning such matters as above-mentioned outside the Alberta Labour Act, and it does, of course, follow that employees of the University are not restricted by the University Act from joining any organization of their choosing. It is merely the collective bargaining machinery provided by Part V of the Alberta Labour Act that is inapplicable.

In conclusion, the Court dismissed *certiorari* application and held that the decision of the Alberta Board of Industrial Relations, to the effect that the University of Alberta employer-employee relations are not subject to Part V of the Alberta Labour Act, did not represent any excess of its jurisdiction and there was no error in law. *National Union of Public Employees, Local 862, v. Board of Industrial Relations and Governors of University of Alberta*, (1963), 42 WWR, Part 9, p. 560.

Recent Regulations under Provincial Legislation

Manitoba raises minimum wage rates. Four provinces issue new apprenticeship regulations. B.C. sets out revised safety standards

In Manitoba, amendments to the regulations under the Employment Standards Act increased minimum wage rates by 9 cents an hour, to 75 cents in urban areas and 70 cents in rural districts.

In Alberta, the first apprenticeship rules for the baking trade were issued, and, in Saskatchewan, the trade of refrigeration and air conditioning was brought under the Apprenticeship and Tradesmen's Qualification Act and the first regulations for the trade were published.

Other new apprenticeship regulations provided for the compulsory certification of barbers in Ontario and of auto mechanics in the Corner Brook area of Newfoundland.

In British Columbia, revised regulations under the Fire Marshal Act set out detailed safety requirements for compressed-gas systems.

Alberta Apprenticeship Act

In Alberta, the Provincial Apprenticeship Board recently issued its first apprenticeship rules for the baking trade, which was declared an apprenticeable trade last October.

In line with the usual practice, the new regulations (Alta. Reg. 230/63, gazetted June 29) lay down requirements with respect to eligibility, term of apprenticeship, quotas, courses of study, certificates of

progress, hours and minimum wages, many of which are similar to provisions in other apprenticeship regulations.

To be eligible for apprenticeship in the baking trade, an applicant must be at least 16 years of age and have completed Grade X or its equivalent. An applicant who has not Grade X standing, however, may be accepted on the recommendation of the Local Advisory Committee and the approval of the Director of Apprenticeship, after appropriate examination.

The term of apprenticeship is the same as for the cooking trade—three years, including the three-month probationary period, with the customary allowance for vocational or technical training, or previous experience in the trade.

The ratio of apprentices to journeymen is one to three, except that an employer who engages one journeyman or who is himself a journeyman may employ one apprentice. If circumstances warrant it, the Local Advisory Committee may also recommend that additional apprentices be employed.

In keeping with other provincial apprenticeship rules, the regulations stipulate that apprentices in the baking trade must attend the prescribed educational classes. The employer, in turn, is obliged to give every apprentice the instruction and practical training necessary to develop a skilled journeyman. By arrangement with the Director, an apprentice may be transferred temporarily to another establishment to learn a branch of the trade not carried on by his employer.

As in other designated trades, an apprentice must pass the prescribed trade tests and examinations, and receive a satisfactory report from his employer and the trade school, before he may be granted an annual certificate of progress or a final certificate of qualification as a journeyman.

During the first 12 months, an apprentice baker must be paid at least 50 per cent of the prevailing journeyman's rate. After 12 months service and successful completion of first-year technical training, the minimum wage payable to an apprentice is 65 per cent of the journeyman's wage, increasing to 80 per cent after 24 months service and successful completion of second-year technical training.

Apprentices are to work the same hours as journeymen.

British Columbia Fire Marshal Act

A major revision of British Columbia's regulations governing the sale, installation, maintenance, carriage and use of compressed-gas systems, issued under the Fire

Marshal Act, was gazetted as B.C. Reg. 98/63 on June 27, replacing B.C. Reg. 493/59.

In 17 divisions with 7 appendices, the revised regulations lay down very detailed installation requirements for specific types of appliances and equipment, for cylinder systems and container systems, and for tank trucks and other equipment used to transport compressed gas. In addition, they set out general safety rules designed to protect workmen as well as consumers and the general public.

Earlier administrative control provisions have also been incorporated with some changes. Dealers are again forbidden to sell a compressed-gas system that has not been approved and, as before, every salesman and installer is obliged to see that a permanent marker showing the name of the manufacturer and the trade name is securely attached to every assembled compressed-gas system.

Only approved cylinders, containers and equipment may be used in any compressed-gas system.

Permits are again required before any compressed-gas system may be installed, and a new provision forbids a dealer to supply compressed gas unless he is sure that an installation permit has been obtained.

As before, the regulations forbid any person without a permit to construct or operate a bulk plant, or to operate a service station, or to install any pump or measuring device to be used for the purpose of dispensing compressed gases.

Manitoba Employment Standards Act

Amendments to the regulations under the Manitoba Employment Standards Act, increasing the minimum wage by 9 cents an hour to 75 cents in urban areas and to 70 cents in rural areas, and changing a few other conditions of employment, were gazetted August 3 to take effect from date of publication.

The new minimum rates apply to employees of 18 years and over. For persons under 18, the minimum remains 48 cents an hour, regardless of location.

The only change in geographic coverage is that the urban rate (75 cents an hour) now applies in the local government district of Mystery Lake, as well as in Greater Winnipeg, the cities of Brandon and Portage la Prairie, the towns of Flin Flon and Selkirk, and in summer resorts from May to September.

The section regulating night work of women has been amended, with the result that employers are now required to provide

female employees with free transportation if their work period starts or ends between the hours of 12 midnight and 6 a.m. Formerly, transportation had to be provided only if the shift ended during the period specified.

The provision forbidding an employer to require a female employee to work longer than five hours without a meal period was amended to make it applicable to men as well as women.

Employers who hired employees to do homework were required to notify the Minister of Labour and to maintain records. This section has been repealed.

Newfoundland Apprenticeship Act

New regulations under the Newfoundland Apprenticeship Act applicable to the motor vehicle repair trade in the Corner Brook area were gazetted July 9, to take effect from the date of publication.

Every employer or self-employed person in this area who is engaged in or who employs persons in the motor vehicle or auto body repair trades must register with the Provincial Apprenticeship Board.

Subject to certain exceptions, no person may work as an auto mechanic or auto body repair man after January 1, 1964 unless he holds a certificate of qualification in the trade.

The exceptions are: (1) apprentices; (2) persons between 16 and 21 years of age with authorizations from the Board permitting them to work up to three months in any year without entering into an apprenticeship contract; and (3) tradesmen who have been granted permits to continue working without a certificate of qualification.

Since 1960, auto mechanics in the Avalon Peninsula have been required to hold certificates of qualification.

Ontario Apprenticeship Act

New regulations under the Ontario Apprenticeship Act, providing for the compulsory certification of barbers and laying down requirements for apprentices in the barbering trade, were gazetted as O. Reg. 157 to 159/63 on June 29.

The new regulations implement some of the recommendations of the Select Committee on Manpower Training. Although mainly concerned with apprenticeship in the building trades, the Committee felt that its recommendations for compulsory certification and other changes in the apprenticeship system should be extended also to occupations such as barbering. Its report also recommended that in the barbering

and hairdressing trades, provision should be made for complete training in schools as well as under an apprenticeship program.

In line with these recommendations, the system of voluntary certification, previously in effect for barbers, has been replaced by compulsory certification. It is now compulsory for every person engaged in the barbering trade, other than a registered apprentice or a person employed for a probationary period, to hold a certificate of qualification, which must be renewed annually. In Ontario, certificates of qualification are compulsory in only two other trades, motor vehicle repairer and hairdresser.

Except for setting a minimum age of 16, the regulations lay down no qualifications for apprentice barbers. However, the general regulations applicable to apprentices in all the designated trades stipulate that apprentices must have a high school entrance certificate or Grade 8 standing or its equivalent (Revised Regulations of Ontario, Reg. 17).

An apprentice barber must attend the full-time educational day classes in barbering provided at the Provincial Institute of Trades in Toronto.

In addition, the employer must give the apprentice at least 1,280 hours of training each year in the subjects listed in the schedule. These include not only instruction in the skills of the trade, but also subjects such as sanitary science, shop management and professional ethics.

The subjects of examination for an apprentice barber are the subjects prescribed for the course in barbering at the Provincial Institute of Trades and the course of training in the schedule. An applicant for a certificate of qualification must also pass these examinations.

As before a quota is imposed. An employer may hire only one apprentice barber for every five journeymen employed in a shop.

Persons who do not wish to register for training under the apprenticeship program for barbers may, as before, learn the trade by enrolling in a barber school. Such schools are also subject to regulation under the Apprenticeship Act.

Saskatchewan Apprenticeship and Tradesmen's Qualification Act

In Saskatchewan, the trade of refrigeration and air conditioning was added to the list of trades designated under the Apprenticeship and Tradesmen's Qualification Act, effective August 1, and the first trade rules were issued.

In the regulations (O.C. 1083/63, gazetted July 5), the term "refrigeration and air conditioning trade" is defined as the "installation, service maintenance, repair or alteration of refrigeration or air conditioning systems, including brine circuits but not including chilled water circuits."

To obtain a certificate of journeyman's status in the refrigeration and air conditioning trade, an applicant must have at least 8,000 hours of experience in the trade, including time credits for appropriate trade training.

The ratio of apprentices to journeymen in any establishment is one to one, except that an employer who does not employ one journeyman is allowed one apprentice.

A provincial quota is also set. The total number of registered apprentices may not exceed one third of the total number of journeymen engaged in the refrigeration and air conditioning trade in the province.

In line with the practice in other trades, a small shop owner who is not a journeyman and wishes to improve his skill is allowed to enter into a contract of apprenticeship with the Director of Apprenticeship.

Examine Effects of N.Y. Electricians' 25-Hour Week

The New York State Department of Labor has examined the effects of the 25-hour work week won last year by New York City electricians (L.G., March 1962, p. 289).

The 25-hour work week was not as drastic a change as the public thought, the Department pointed out, because the union members in the construction industry were working six hours a day at straight time and one hour at overtime—a total of 35 hours. Under the new contract they work five hours at straight time and one hour of overtime—a total of 30 hours. The actual drop in working time, therefore, was only five hours a week.

To win the hours reduction, the union agreed to various steps to reduce labour

costs and committed itself to eliminating the extra hours of overtime that might follow the elimination of five hours from the work week.

The union agreed to stagger starting times to conform to those of other building tradesmen, to accept a secondary pay rate for small residential jobs, and to make changes in its apprenticeships program. It agreed to recruit 1,000 apprentices; at the time of the survey, because of the level of construction activity, about 820 were at work.

The reduction in the work week apparently created between 800 and 1,000 new jobs, which obviously were filled by apprentices; the lower rates paid to apprentices has helped keep labour costs down.

Railway Board of Adjustment

(Continued from page 814)

The agreements are quite identical and no sensible distinction can be made that different documents or different parties are involved. There is the obvious fact that the same agreement between the same parties cannot mean two different things at the same time. It would appear therefore to be reasonable that a later arbitrator should follow the decision of a predecessor on the same agreement if there is to be any finality at all in labour arbitration.

He is not, however, bound to do so, being as free as his predecessor to assess the issues independently; only policy, not law, dictates the desirability of uniformity and finality between the same parties under the same agreement. What should the policy be? Certainly, it should not be to disagree in a close case, even if one would have come to another conclusion if he were the first arbitrator.

But if the later arbitrator is firmly of opinion that the earlier one was wrong and, especially if, as here, he is unable to find in the earlier arbitrator's award any reasoning to support the view with which the later arbitrator disagrees, then it would be a denial of the duty of independent adjudication to follow the earlier award merely to show consistency.

He also said that he was aware that his decision in this case might cause difficulties, "especially in relation to the different position of the locomotive engineers" as affected by his decision in Case No. 810. "But," he said, "one cannot flinch from applying, according to considered conviction, terms of an agreement simply because the consequences may be troublesome for one of the parties."

Monthly Report on Operation of the Unemployment Insurance Act

Claimants for unemployment insurance benefit at end of June were nearly 20 per cent fewer than at end of May but slightly more than total at end of June of last year, statistics show*

Claimants for unemployment insurance benefit numbered 220,300 on June 28. This was nearly 20 per cent below the total of 270,900 on May 31, but slightly above the 214,300 reported for June 29 last year.

Between 35 and 40 per cent of the claimants at the end of June this year had begun to claim during the month.

Initial and Renewal Claims

Initial and renewal claims filed in June numbered 82,800, this being 33 per cent fewer than the 122,900 filed in May and about 10 per cent below the total in June 1962. Some 75,600, or more than 90 per cent, of the 82,800 cases represented separations from employment during the month.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in June was estimated at 168,800, compared with 387,600 in May and 190,000 in June last year.

Payments during the month amounted to \$16,000,000, compared with \$41,100,000 in May and \$18,700,000 in June 1962.

The average weekly payment was \$23.68 in June, \$24.12 in May and \$23.45 in June 1962.

Insurance Registrations

Insurance books or contribution cards have been issued to 4,155,421 employees who have made contributions to the Unemployment Insurance Fund at one time or another since April 1.

On June 30, registered employers numbered 336,728, a decrease of 1,083 since May 31.

Enforcement Statistics

During June, 12,398 investigations were conducted by enforcement officers across Canada. Of these 8,795 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 211 were miscellaneous investigations. The remaining 3,392 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 313 cases, 127 against employers and 186 against claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,762.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in June totalled \$28,391,481.17, compared with \$27,340,190.23 in May and \$27,501,857.13 in June 1962.

Benefits paid in June totalled \$15,986,895.44, compared with \$41,146,623.27 in May and \$18,709,181.42 in June 1962.

The *debit* balance of the Fund on June 30 was \$24,777,135.85; on May 31 it was \$37,181,721.58. On June 30, 1962 there was a *credit* balance of \$28,643,838.46. The deficit in May and June this year was covered by loans from the Minister of Finance.

* These do not necessarily relate to the investigations conducted during this period.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

* See Tables E-1 to E-4, pages 354-355.

Monthly Report on Placement Operations of the National Employment Service

Vacancies notified by employers to National Employment Service offices during July, some 137,400 in all, showed the usual seasonal increase over the preceding month's total but were lower than that of July a year ago. The decrease from July 1962 of 10.8 per cent was divided almost equally between the sexes: jobs for men dropped 10.6 per cent, and those for women, 11.2 per cent.

Total vacancies during the first seven months of 1963 reached 782,100, some 82,900 short of the number during the same period in 1962, but substantially higher than the numbers reported in the years 1957 to 1961.

Placement activity in NES offices in July followed a similar pattern to that of vacancies. Placements numbered 115,000, of which 73,600 were male and 41,400 female. These figures represent a decrease of 14.8 per cent from July 1962, comprised of a 13.9-per-cent decrease in male placements and a 16.4-per-cent increase in female placements.

Total placements in the first seven months of 1963 numbered 628,700, which was 98,400 fewer than in the same period of 1962 but 48,200 more than those in 1961.

Some 4,700, or 4.0 per cent of the placements in July involved the movement of workers from one area to another.

All five regions show decreased placements compared with those of July 1962, although, with the exception of the Pacific Region, the rate of the year-to-year decrease was much smaller than that in June.

Regionally, July placements, with percentage changes from last year, were as follows:

Atlantic	6,900	— 9.8
Quebec	26,500	—11.5
Ontario	38,700	— 6.1
Prairie	21,200	—16.8
Pacific	21,600	—29.4

Indications are that placement operations are levelling out at a point about midway between those of 1961 and 1962.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2171, June 3, 1963

Summary of the Main Facts: The claimant filed an initial application for benefit in Toronto on September 5, 1962, and was registered for employment as a labourer. He stated that he had last worked as such with P—— (industrial roofing) in Toronto from August 28 to August 29, 1962, at a rate of \$2.10 an hour, 8½ hours a day. He gave the following reason for separation:

I left because the fumes from the pitch made me sick. I can't work with that material any more because it makes me sick to my stomach. I had never used pitch before. I had worked as an asphalt roofer previously. Unemployed from 30 August 1962 to date.

The employer said: "Workman has left because he could not stand pitch, which is frequently used in roofing."

The claimant also stated that, from February 1962 to August 24, 1962, he was employed by O—— (hot asphalt roofing) as a roofer at a wage of \$2.10 an hour, and had left this employment because he wanted to take another job.

On September 17, 1962, the insurance officer disqualified the claimant from receipt of benefit (1) from September 2 to September 29, 1962, and (2) from September 2 to October 6, 1962, for having left the aforementioned employments without just cause within the meaning of Section 60(1) of the Act.

On September 21, 1962, the claimant appealed to a board of referees and stated that he had left O—— because he was offered better pay at P—— (\$2.75 vs \$2.10). His reason for leaving P—— was:

I had to leave P—— because of my health. I was not able to stand the fumes of the pitch that the above company used, it was hurting my eyes as well as my stomach. A fellow worker of mine left P—— for the same reason, and is as far as I know still collecting unemployment insurance. I'm willing to go to a doctor for an examination.

On September 25, 1962, the local office wrote to the claimant requesting medical evidence that he had been required to leave his employment with P——. He was also asked to clarify the fact that the rate of

pay reported by P— was \$2.10 an hour and not \$2.75 as the claimant had stated.

On October 4, 1962, the claimant submitted a medical certificate dated October 2, which reads:

... I saw him first on the 27th of August 1962 when he complained of irritation and burning of his face, neck, hands and arms. . . . I felt that this skin inflammation, which was quite acute, was the result of something with which he was in contact. I felt that if it should continue or become worse, that he should stop the type of work which he was doing and which was the likely source of the irritant. The inflammation had been present then for four or five days and [was] getting worse.

I saw him again on the 4th of September, at which time he was much improved, but the skin was now dry and scaling. I understand he had stopped work on the 28th August with improvement within two days. I am sure that the source of his trouble was at work. He has not been disabled but certainly cannot work exposed to the same fumes.

On October 9, 1962, the insurance officer obtained from O—, by telephone, the following information:

The claimant worked here off and on for over two years, doing hot asphalt roofing work. He did not show up for work on Monday 27 August 1962 and did not give any reason. He did not ask for an increase in pay nor did he complain to the employer in any other way. This employer heard later [claimant] was working for P—, but as far as O— knew, he had found this job after leaving his firm.

On the same date, P— was also contacted, and it said that the claimant's rate of pay was \$2.10 an hour. This firm was unable to establish the exact date the claimant was offered employment.

The board of referees first examined the claimant's case on October 23, 1962, and, in view of the conflicting evidence in the dates mentioned in the medical certificate, the hearing of the case was adjourned pending clarification thereof.

The following letter, dated October 25, 1962, was sent to the local office by the claimant's physician:

I have become aware that my letter regarding the above named must be confusing and not contributing nor helpful to you nor my patient. This present letter is being submitted with some corrections and reasons for inaccuracies.

The time that I first saw him was actually on 29 August 1962. I was completing my vacation. . . . No notes were made at that time. However, I do recall being in Sault St. Marie on 27 August and I arrived home on the 29th and saw him that same evening.

At that time there was marked redness and thickening of the skin of his face, neck, upper chest and forearms almost to the elbow. I also recall that he complained of throat irritation. I felt that his symptoms were due to some irritant to which he had been exposed during the previous several days. I advised him to discontinue the type of work he was doing as it appeared to be the source of his irritation. [The doctor then repeated essentially the last paragraph of his Oct. 2 certificate.]

The claimant was present when the board of referees heard his case in Toronto on November 16, 1962. The board's unanimous decision reads:

The claimant appeared and was accompanied by Mr. A— as interpreter. The oral evidence brought out the fact that the use of pitch is sometimes specified by a contractor for roofing, although it is not generally used. However, it is not unusual that the occasional roof is put on with this material. The claimant's interpreter agreed that the irritation is usually temporary and passes away within a day or two. The claimant has been in the hot roofing business for a period of over three years. It was felt by the board members that he must have had contact with this material at other times. The board also considered additional evidence in the form of a medical certificate from the claimant's doctor dated Oct. 2/62 and marked exhibit No. 9.

... We would therefore agree to the disqualification in question (1), i.e., that he voluntarily left his employment with O— on 24 August 1962, without just cause, and in regard to question (2), we are agreed that he voluntarily left his employment with P— on 29 August 1962, without just cause.

... The claimant's appeal is dismissed on both counts and the disqualifications imposed by the insurance officer are upheld.

On December 26, 1962, the following additional information was supplied at the request of the local office:

The only difference between these two jobs is in the material used, one is pitch and other tar. The handling of the job, etc., is carried out in the same manner. Pitch apparently has a poisonous ingredient which some people are allergic to. Both jobs performed in same manner as described in D.O.T. under the heading of Roofer (Asphalt, Tar & Gravel).

On January 3, 1963, the claimant's union wrote:

In reference to your letter of December 18, 1962, please be advised that this chap came into the union office looking for work. He made application to join the union and in turn he was sent to work for P—.

Your letter states he was going to be paid \$2.75. Our rates for roofers are \$3.05, assistants, \$2.45 and labourers, \$2.10 an hour. It may be possible that this man was hired at the labour rate.

On November 22, 1962, the union appealed to the Umpire. The claimant gave the following as grounds for his appeal:

During the three years I have been working in the roofing business, the first time I ever worked with pitch was with P—. I left my employment with O— to take employment with P— to better myself, as [the latter] paid \$2.75 an hour and was a closed union shop, while O— paid only \$2.10 an hour and did not have a union contract.

Considerations and Conclusions: There is no proof in the record that when the claimant left his employment with O— to accept work in his usual occupation with another employer, he knew or should have known (a) that the new employment involved the use of a different kind of

product and (b) that he was allergic thereto. Therefore, as the claimant also had a definite prospect of other continuing employment, I consider that he has shown "just cause" for voluntarily leaving his employment with O—— and decide to remove the disqualification which was imposed on him in respect of the period September 2, 1962 to September 29, 1962.

As to the disqualification which was imposed on the claimant in respect of the period September 2, 1962 to October 6, 1962, there is evidence that, contrary to the finding of the board of referees, the claimant never "had contact with this material (pitch) at other times." As there is satisfactory evidence also that he was very allergic to that substance, I fail to see how he could have continued to work for P—— after August 29, 1962. I consequently decide to remove this disqualification also.

The union's appeal is allowed.

Decision CUB 2184, June 26, 1963

Summary of the Main Facts: The claimant filed an initial application for benefit at the Ottawa local office of the Unemployment Insurance Commission on August 30, 1962, and was registered for employment as a warehouseman. He had worked for C—— from 1952 to July 31, 1962. The claimant's reason for separation from the said employment reads: "I was released due to shortage of work—looking for work since."

According to the application, he followed the occupation of checker and his rate of pay was \$1.76 an hour.

In the confirmation of separation (Form UIC 479), the employer gave the following reasons for separation of the claimant:

Due to present physical and mental conditions, was unable to be present at work. Absenteeism caused us to release him. Good worker while at work. If condition improved, possibly would rehire at a later date.

A request for further information regarding the aforementioned separation was sent to the claimant and to the employer by the local office on September 10, 1962. The claimant replied as follows:

I was informed by my foreman at C—— that they were laying me off due to the fact that I was losing too much time by reason of illness, which I was suffering from at the time. I had been under a doctor's care for a period of time before this, and was under severe tension. My doctor at this time told me that I should not be remaining at this type of work as it did not seem to blend with my capabilities or ambitions. If any further information is required, I would be only too pleased to furnish same.

The employer replied:

[Claimant] was informed that any further absenteeism would result in severance of employment with the company. On January 17, 1962, he reported back to work after two days [absence, saying] that he had been off ill. [The company reported additional repeated absences, for most of which time the claimant was paid. Shortly after March 27, he was reported by his doctor to be fully recovered and able to work. Claimant was given several warnings about subsequent continued absenteeism and lateness in reporting for work.] June 26th—off, no pay; July 4th, one half day absent, no pay. He was then advised to take one week's vacation and get himself in fit condition to come back to work and be able to fill his job, or resign. On vacation July 15 to July 21, with pay. The following week, was off two days and was replaced when he did come back.

The insurance officer disqualified the claimant and suspended benefit from August 26, 1962, on the ground that he had failed to prove that he was capable of work, as he became incapable of work by reason of illness before he became entitled to receive benefit (Sections 54(2)(a) and 66 of the Act).

The claimant appealed to a board of referees on October 4, 1962, and said:

... 1. I was discharged by my employer on July 29, approximately.

2. I received advice by letter of September 24 that I was disqualified from benefits.

3. Between the above dates, which is nearly two months, at no time was I advised that I could be eligible for benefits by presenting a doctor's certificate certifying that I am or was capable of employment.

4. Had I been conversant with the above information, the necessary papers could have been produced to substantiate my claim.

5. I claim that by the lack of instructions from the employment office, I have been penalized through no fault of my own but rather by lack of direction.

6. As I consider myself capable of employment, and having been steadily employed for the past 11 years without any previous claim, I consider that I should be entitled to some benefits or a type of employment of a satisfactory nature.

I wish to advise that I would be pleased to attend the hearing of this appeal.

P.S. Last week, after being advised that I was not capable of work, I was sent to the second floor for employment, but on presenting myself, was advised that nothing was available, which seems to add another contradiction to my situation.

In the "Submission to Board Referees" (Form UIC 571A), the insurance officer stated:

The insurance officer reviewed the information contained in the claimant's file and that in his appeal, but could effect no change in his original adjudication and noted that, although the claimant is aware that a medical certificate is required, he has to date not produced this document.

The unanimous decision of the board of referees, which heard the case in Ottawa on November 6, 1962, reads:

The claimant appeared before the board. He corroborated the employer's statements regarding his absenteeism. From January 1962 until July 1962, his work record indicated repeated absences due to illness, and [he] finally was discharged. On 7 September 1962, it is to be noted that the employer indicated that if the physical and mental condition of the claimant were to improve, it is possible he would be rehired at a later date. The board pointed this out to the claimant, and further submitted that he should produce a medical certificate from the doctor who attended him between January and July 1962.

... The board submits that, from the evidence before us, the claimant has not proven that he was capable of work from the 26 August 1962 and subsequently.

... The appeal of the claimant is dismissed and the decision of the insurance officer is upheld.

A medical certificate dated November 6, 1962, which was received on November 20, 1962 reads:

The above-named was under my care from Feb. 7 to April 15, 1962. At the end of that period he was fit to work.

The claimant applied to the chairman of the board of referees for leave to appeal to the Umpire, and said that the insurance officer and the board of referees erred on three counts in finding that the appellant was not capable of work on the 5th of August 1962 in that (1) There was no admissible evidence before them on which such a finding could be made. (2) They had accepted the statement of the employer, who was not a competent person to make definitive statements as to the physical and mental condition of an employee. (3) The officer and the board had accepted the evidence of non-professional persons as to his condition, in preference to the appellant's own evidence.

The claimant added:

It is respectfully submitted that the learned chairman should grant leave to appeal for the following reasons:

1. There are two important questions of principle that should be clearly defined, namely:

(a) Should an insured person be required to submit any evidence other than his personal presence and his own statement that he was fit for work on the relevant day in order to satisfy Section 66 of the Unemployment Insurance Act, when there is no admissible evidence before the insurance officer or the board of referees to the contrary?

(b) Should the insurance officer or the board of referees be free to accept the evidence of nonprofessional persons as to the physical and mental condition of an insured person when determining whether the insured person has complied with Section 66 of the Act?

2. The appellant is an introverted and inexperienced young man with no appreciation of the background or nature of the Unemployment Insurance Commission's necessary admin-

istrative procedures, and had no understanding of the significance of the appeal procedure and the documents associated therewith, and was unable to adequately prosecute his appeal in person. [He] is not a member of a labour union or other trade association and hence did not have the advice and counselling that a union member would have in similar circumstances. The appellant has had the advice and assistance of a solicitor since the judgment of the learned board of referees, and will be assisted by counsel in the presentation of his appeal before the learned Umpire.

Leave to appeal to the Umpire was granted to the claimant by the chairman of the board of referees, who stated:

The board concurred with the decision of the insurance officer. The decision was based on the evidence of the employer, the oral evidence and lack of medical evidence submitted by the claimant. The claimant now alleges that the nature, method of adducing and weight of evidence [do] not support the decision. In the opinion of the chairman, there is a fundamental principle involved in this case, i.e., the board may only arrive at a decision based on evidence before them and the onus is on the claimant to produce evidence to support his claim.

The claimant's lawyer wrote a letter to the manager of the local office on January 23, 1963, wherein he said:

... I have been in touch with the physician who attended him during his illness last spring, and as this doctor left private practice the 1st of May, he is reluctant to make any statements concerning [claimant] other than that presently on file.

With a view of reinstating [claimant] as an insured person, I arranged to have him examined by his family doctor, who was not involved in the illness last spring because he was out of town at the time [claimant] required attention. I understand that he is aware of the history and he has been good enough to provide us with the enclosed certificate dated the 21st of January.

I believe that this is sufficient evidence to at least reinstate [claimant] as an insured person as of the 1st of January, and I believe that it should support an application for reinstatement as of the 1st of September 1962, or at the latest the 1st of October 1962.

I believe, on consulting your records, you would agree that [claimant] has been most anxious to obtain work and has done everything that your office has required of him in an effort to obtain work. I would again emphasize the fact that his files do not reveal that he is blind in one eye and that he failed to obtain employment from job opportunities opened to him because of the fact that his visual deficiency made him unsuitable ...

... I really believe this young man is deserving of your consideration and I earnestly hope that your insurance officer will see fit to reinstate him as an insured person.

The medical certificate referred to in the above letter is dated January 21, 1963, and reads:

I examined the above named at his home today and find him physically fit to work. He's been able since January 1, 1963. From his history, I believe he was capable of work since September 1962.

The local office notified the claimant in a document dated February 5, 1963 (Form UIC 555D) that his claim for benefit was allowed effective December 30, 1962.

On February 14, 1963, the manager of the local office wrote to the claimant's lawyer and stated:

... On the basis of the further evidence secured, the regional claims office advised as follows. The ... claim for benefits has been allowed effective the 30th of December 1962. This was based on the medical deposited on the 25th of January 1963. Prior to this medical there was no evidence of capability on file. It is also noted that the doctor has not indicated the nature of the illness nor the reason of his frequent absences from work. It is also noted that he was given a week off in July for rest but was also absent two days in the following week.

It is also pointed out that, unless the claimant can produce strong evidence of capability or a reasonable explanation of his absences from work, no further action can be taken. Based on this new decision, would you please advise whether or not the claimant wishes to proceed with his appeal to the Umpire ...

The claimant's lawyer replied on February 18, 1963, and said:

... I have discussed the matter with my client and he feels that he would like to proceed with his appeal to the Umpire. We premise this attitude on the fact that it would appear that his absenteeism or his inaccurate statements on his application for benefits could only have resulted at the very most, in my opinion, to a six-week suspension. The reinstatement indicated in the above letter is dated 17 weeks from the date that a suspension would have expired.

As [claimant] is still unemployed and his background indicates limited training for re-employment, I have suggested to him that he consider undertaking further training in the rehabilitation courses presently being [recommended] by the National Employment Service. I have instructed him to inquire of your office on his next weekly visit as to how he may be considered for such training ...

On April 9, 1963, the claimant's solicitor requested an oral hearing, which was held in Ottawa on May 22, 1963. During the hearing, the claimant's solicitor revealed that the claimant's illness was in the nature of a "nervous breakdown" and that he had not been under medical treatment since April 1962.

Considerations and Conclusions: There are no hard-and-fast rules of general application for deciding whether or not a claimant is capable of work. It is necessary to consider each case on its merits. Section 54(2)(a) of the Act, however, places on a claimant the onus of proving that he is capable of work, i.e., capable of doing

work under such conditions that there is a reasonable possibility of his being able to obtain work and to keep and perform it in the ordinary manner (CUBs 267, 1077 and 1787).

As a general rule, when no restrictions appear to be connected with a claimant's declared physical or mental capability for work or with his employability within the normal labour market, the brief statement which he is called upon to make in each weekly report to the local office, viz., "I was capable of, and available for, work on each day . . .," is accepted at its face value and, together with the claimant's registration for work and attendance at the local office as directed, is regarded as sufficient proof of that which is required to be proven under Section 54(2)(a) of the Act. However, mere compliance with the aforementioned requirements cannot be so accepted and so regarded when restrictions on the claimant's employability appear or are found to exist.

One such restriction is when, as in the present case, a claimant has lost his employment by reason of illness, as this fact raises a presumption that he is not capable of work. This presumption, however, may be rebutted by other evidence, particularly medical or other reliable evidence that the claimant is physically or mentally fit for work of a different type or evidence that he has, in fact, been genuinely employed subsequent to his loss of employment by reason of illness.

In the present case, the claimant has adduced no evidence that he was employed subsequent to July 31, 1962. In the first one of the two medical certificates forming part of the record, the doctor states that the claimant was fit to work on April 15, 1962, that is, prior to July 31, 1962. The other medical certificate is merely to the effect that the doctor, who, before January 21, 1963, had never been consulted by the claimant for the illness by reason of which he had lost his employment on July 31, 1962, "believed" that the claimant was capable of work during the period for which he was disqualified from receiving benefit.

The aforementioned evidence, in my view, is not sufficient to rebut the presumption that the claimant was not capable of work during the period in respect of which he was disqualified from receiving benefit under Section 54(2)(a) of the Act.

I consequently decide to dismiss the claimant's appeal.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during July

Works of Construction, Remodelling, Repair or Demolition

During July the Department of Labour prepared 251 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 197 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 194 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and Defence Construction (1951) Limited and the Departments of Defence Production, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in July for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Limited	1	\$413,406.00
Defence Production	143	680,194.00
Post Office	2	10,874.00
Royal Canadian Mounted Police	2	4,107.75
Transport	1	1,214.50

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate, but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during July

During July the sum of \$1,528.16 was collected from four contractors for wage arrears due their employees as a result of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 98 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during July

ATOMIC ENERGY OF CANADA LIMITED

Deep River Ont: John Kovacs, exterior painting of houses, garages & heating plant.
Pinawa Man: Nelson River Construction Ltd, construction of process water mains, stage 1, Whiteshell Nuclear Research Establishment.

CENTRAL MORTGAGE AND HOUSING CORPORATION

Charlottetown P E I: Jack Rawek Ltd, exterior painting of houses (VR 1/48).
Campbellton N B: C H Boutilier, exterior painting of houses (VR 1/48 & 2/48).
Saint John N B: Patterson's Ltd, installation of electric ranges, Rockwood Court.
Amos Que: Yvon Gauthier, exterior painting of housing units.
Montreal Que: Charney Bros, exterior painting of Montreal West housing project; Filterlite All Weather Aluminum Ltd, supply & installation of aluminum storm windows, Benny Farm; Filterlite All Weather Aluminum Ltd, supply & installation of aluminum storm windows, Cloverdale Park Apts; Filterlite All Weather Aluminum Ltd, supply & installation of aluminum storm windows, Les Appartements du Blvd Pie IX; Malaket & Fils, installation of electric ranges, Benny Farm housing project.
Cornwall Ont: John R Sauve, exterior painting of housing units, Brookdale Terrace.
Lindsay Ont: Noren Construction Ltd, construction of housing units, site works & landscaping.
Ottawa Ont: Ottawa Mechanical Services, conversion of heating system, Strathcona Heights.
Pinawa Man: Brincheski Bros, construction of laterals for 34 houses, AECL Job 46; Evan Contracting Co Ltd, landscaping of housing units (AECL Job 44); Brincheski Bros, construction of water & sewer laterals for 16 housing units (AECL Job 50).
Shilo Man: J H From Landscape Gardeners, site improvements & planting for houses & school (DND 4/61 & 5/61), Camp.

In addition, this Corporation awarded fourteen contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Miramichi Indian Agency N B: La Construction Acadienne Ltee, construction of four classroom IDS, Burnt Church Reserve.
Bersimis Indian Agency Que: Georges Deschenes, construction of 15 basements, Bersimis IR; Michaud & Marcotte Inc, plumbing installation in 15 houses, Bersimis IR.
Pointe Bleue Indian Agency Que: Regional Asphalte Ltd, construction of driveways, concrete sidewalks, sodding or seeding & chain link fencing, La Tuque IRS.
Seven Islands Indian Agency Que: L Desrosiers & Freres Inc, interior renovations, Seven Islands IRS.
Walpole Island Indian Agency Ont: F A Stonehouse & Son Ltd, road construction, Walpole Island IR.
Clandeboye Indian Agency Man: F W Sawatzky Ltd, construction of one classroom addition & teachers' residence, Little Black River.
Meadow Lake Indian Agency Sask: Botting & Dent Ltd, renovation of mechanical services, Beauval IRS.
Blackfoot Indian Agency Alta: C Bolderhey Construction Co, miscellaneous repairs to Old Sun IRS.
Lesser Slave Lake Indian Agency Alta: R R Cunningham Construction, construction of five Indian homes, Sturgeon Lake Reserve.
Saddle Lake Indian Agency Alta: Gordy's Construction, gravelling of roads, Saddle Lake IR.
Stony-Sarcee Indian Agency Alta: Reimer & Brunner Builders Ltd, construction of six Indian homes, Sarcee Reserve.
Babine Indian Agency B C: Stevenson Construction Co Ltd, construction of two classroom addition & staff residence for Kispiox Reserve IDS.
Kamloops Indian Agency B C: Ocean Park Plumbing & Heating Ltd, plumbing improvements, Kamloops IRS.

DEFENCE CONSTRUCTION (1951) LIMITED

Hopedale (Labr) Nfld: Pinsent Construction Co Ltd, structural modifications to radar towers. *Summerside P E I:* Kenneth Mills, ground development (seeding & sodding), RCAF Station. *Cornwallis N S:* Mosher & Rawding Ltd, construction of boat landing facilities, Annapolis Royal, HMCS *Cornwallis*. *Dartmouth N S:* Malach Roofing & Flooring Ltd, repairs to roof of hangar, RCNAS *Shearwater*. *Halifax N S:* Canadian Comstock Co Ltd, replacement of cast iron valves, HMCS *Stadacona*. *Shelburne N S:* Kenney Construction Co Ltd, structural & mechanical repairs to cradle in marine railway drydock, Naval Base. *Sydney N S:* Western Plumbing & Heating Co Ltd, replacement of cast iron valves, Point Edward Naval Base; Conniston Construction Co Ltd, replacement of traverses, Point Edward Naval Base. *Chatham N B:* Cambrian Construction Ltd, construction of workshop bldg with services, RCAF Station. *Moncton N B:* Morin & Plante Co Ltd, re-roofing hangars Nos 1 to 7 inclusive & drill hall bldg No 16, Lakeburn. *Bagotville Que:* Malach Roofing & Flooring Ltd, roofing of hangar No 5, RCAF Station; Provincial Construction Co, sand sealing & repairs to runway 18-36, RCAF Station. *Moisie Que:* Conniston Construction Co Ltd, construction of timber retaining wall, RCAF Station. *Valcartier Que:* Grinnell Co of Canada Ltd, installation of automatic sprinkler system in Command Medical Depot, Camp. *Camp Borden Ont:* Varcoe Bros Ltd, resurfacing of roads. *Kingston Ont:* Roseboro Construction & Equipment Ltd, renovation of indoor rifle range, bldg No 25, RMC; McBride & Marrison, installation of stairways to attics in 153 PMQs & replacement of heating ducts in 92 PMQs, Fort Henry Heights; T A Andre & Sons Ltd, renovation of washrooms, Bldg B-2, Vimy Barracks. *Petawawa Ont:* Burnley Contracting Co Ltd, exterior painting of 776 PMQs & two bldgs, Camp Econo Heating (Ottawa) Ltd, installation of forced air oil furnaces in 98 MQs, Camp; Dominion Bridge Co Ltd, construction of elevated water tank, Camp. *Shilo Man:* A W Homme Ltd, erection & completion of Steelix type bldgs, Camp. *Winnipeg Man:* Malcom Construction Co Ltd, construction of two stores bldgs, Fort Osborne Barracks. *Boundary Bay B C:* Continental Painters & Decorators Ltd, exterior painting of 97 PMQs. *Comox B C:* Cochrane Fuel & Trucking Ltd, grading & seeding, RCAF Station. *Esquimalt B C:* Farmer Construction Ltd, alterations to Bldg 27, HMC Dockyard. *Vancouver B C:* Fred Welsh & Son Ltd, replacing wood stave water line, Jericho Beach.

In addition, Defence Construction (1951) Ltd awarded two contracts containing the General Fair Wages Clause.

DEPARTMENT OF DEFENCE PRODUCTION

Goose Bay (Labr) Nfld: Canadian Vickers Ltd, repairs to refractory linings, insulation & outer casing of boiler, heating plant. *Summerside P E I:* Arnold Cameron, interior painting of 21 PMQs, RCAF Station. *Cornwallis N S:* L W Jackson & Son, renewal of hot-water storage tanks, Bldgs 34-6, 34-9 & 34-10, HMCS *Cornwallis*. *Greenwood N S:* G W Sampson Construction Co Ltd, interior painting of PMQs, RCAF Station *Greenwood*. *Halifax N S:* Charles W Marriott, landscaping & construction of concrete walks, PMQ area, Windsor Park; Northern Roofing & Metal Workers (1961) Ltd, renewal of roofing & flashings, Bldg 19, HMC Dockyard. *Bagotville Que:* Lajoie & Frere Enr, replacing roofs on two bldgs, RCAF Station; Potvin & Simard Enr, paving of roads, RCAF Station. *Hull Que:* Cameron & Turner Reg'd, re-roofing of Armouries. *Levis Que:* Albert Tavera, painting of Armoury. *Montreal Que:* Charles Duranceau Ltd, repair & resurfacing of concrete ramps & loading platforms at No 4 Works Coy, RCE, 6769 Notre Dame St E; Beaver Asphalt Paving Co Ltd, resurfacing roads in depot area, No 4 Works Coy, RCE, 6769 Notre Dame St E. *Quebec Que:* Marbo Enr, installation of sirens. *Valcartier Que:* A P Green Firebrick Co Ltd, repairs to boiler room, CARDE; Beaver Asphalt Paving Co Ltd, seal coating of paved roads at Camp. *Angus Ont:* West Electrical Contractors Ltd, replacing Hydro poles at 13X Depot Detachment, RCAF Station. *Camp Borden Ont:* L T Bristow Plumbing & Heating Ltd, installation of air conditioning unit in No 8 hangar, RCAF Station. *Centralia Ont:* Cardinal Painting & Decorating Co Ltd, interior painting of PMQs, RCAF Station; Walmsley Bros Ltd, repairing, widening & resurfacing of PMQ driveways, RCAF Station. *London Ont:* Len J McCarthy, exterior painting of PMQs. *Petawawa Ont:* Dibblee Construction Co Ltd, repairs to landing strips, Camp. *Picton Ont:* Wm Kuypers, waterproofing & repairs to concrete caps, Camp; Arthur A Sills & Son Ltd, roof repairs, Camp. *Toronto Ont:* Warren Bituminous Paving Co Ltd, resurfacing roads, walks & parking area, RCAF Staff College. *Fort Churchill Man:* Federal Joint Sealing Co (Canada) Ltd, routing & cleaning of cracks & application of asphalt compound, RCAF Station. *Shilo Man:*

Fort Rouge Floor Surfacing & Building Maintenance, refinishing hardwood floors in PMQs, Military Camp; Nationwide Steeplejacks, repainting of jump tower, two water towers & two signal masts, Camp; Klean Rite Services, cleaning furnace duct work in PMQs, Camp. *Edmonton Alta*: Dominion Gunite Ltd, raising, levelling & repairing sidewalks & steps, Griesbach Barracks; Roof, Floor, Wall Maintenance Ltd, repairs to built-up roofs & copings at Griesbach Barracks. *Victoria B C*: Plaza Paint Pot, exterior painting of PMQs, Work Point Barracks.

In addition, this Department awarded 117 contracts containing the General Fair Wages Clause.

NATIONAL CAPITAL COMMISSION

Hawthorne Ont: Malloff Ltd, construction of railway bridge over Green Creek.

NATIONAL HARBOURS BOARD

Montreal Que: Charles Duranceau Ltee, construction of north-west approach, section 1A, Champlain Bridge. *Quebec Que*: Frs Marquis Ltee, construction of grain elevator annex. *Churchill Man*: The Carter Construction Co Ltd, construction of machine shop & warehouse bldg.

PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

Cooksville Ont: Harrison Construction (Ontario) Ltd, construction of sanitary trunk collector sewer on Atwater Ave from Cawthra Rd to South Westerly limit. *Newmarket Ont*: Russell Construction Ltd, construction of sludge sewage treatment plant. *Charleswood Man*: Nelson River Construction Ltd, construction of sewage lagoon. *Lac du Bonnet Man*: R B McLeod & Co Ltd, construction of sewage treatment facilities. *Pilot Mound Man*: Borger Bros (1963) Ltd, construction of sewage treatment facilities. *Rosburn Man*: Rans Construction Co Ltd, construction of sewage treatment facilities. *Winnipeg Man*: Peter Leitch Construction Ltd, extensions to north end sewage treatment plant (contract "A," primary treatment works).

DEPARTMENT OF PUBLIC WORKS

Burnt Point (Long Cove) Nfld: H Drover & Co Ltd, construction of breakwater. *Englee Nfld*: Twillingate Engineering & Construction Co Ltd, reconstruction of canal wall. *La Scie Nfld*: Babb Construction Ltd, breakwater repairs. *Lewisporte Nfld*: M & T Construction Co Ltd, construction of RCMP detachment bldg. *Main Brook Nfld*: Gid Sacrey Ltd, wharf repairs. *Miles Cove Nfld*: Pelley Enterprises Ltd, construction of landing wharf. *Roddickton Nfld*: Gid Sacrey Ltd, shed replacement. *St Anthony Bight Nfld*: Gid Sacrey Ltd, breakwater reconstruction. *Spoon Cove Nfld*: H Drover & Co Ltd, wharf reconstruction. *Georgetown P E I*: Matheson & MacMillan Ltd, paving of railway wharf. *Launching Pond P E I*: Edmond A Arseneault, repairs to north breakwater. *Little Sands P E I*: Douglas & MacEwen, repairs to north breakwater. *Robinson's Island (Rustico) P E I*: Edward MacCallum, beach protection. *Rock Point P E I*: Edmond Arseneault, breakwater repairs. *Alder Point N S*: MacDonald & MacKeigan, construction of wharf. *Bay Du Vin River N B*: Wm J Kerr Ltd, wharf repairs. *Cap Rouge Que*: Les Entreprises Cap Diamant Ltee, construction of protection works (Lot 169-29P); Les Entreprises Cap Diamant Ltee, construction of protection works (Lot 70). *Gaspe (Sandy Beach) Que*: Elias Blouin, wharf maintenance & improvements. *Gatineau Que*: Modern Building Cleaning Services of Canada Ltd, interior cleaning of Post Office Bldg. *Les Mechins Que*: Yvon Verreault, wharf repairs. *Mont Louis Que*: Jean Paul Lapointe, Commercial Wharf repairs (lighting system). *Montreal Que*: Auguste Lessard Construction Ltee, construction of Hochelaga postal station. *Perce Que*: Grande Riviere Construction Enrg, construction of protection works. *Quebec Que*: Maurice Laverdiere Inc, mechanical alterations in New Postal Terminal; Les Entreprises "Luber," stucco repair, exterior repainting & window replacement, Governor General's Residence, The Citadel; Cambrian Construction Ltd, alterations to old postal terminal. *Riviere du Loup Que*: Construction St Patrice Inc, wharf repairs; Tracy Construction Inc, wharf improvements (ferry facilities). *St Andre de Kamouraska Que*: Construction St Patrice Ltee, reconstruction of inclined plane. *St Augustin (Plage St Laurent) Que*: Paul Emile Alain, construction of protection works (Lot No 537-23). *St Ours sur Richelieu Que*: Welco Construction Inc, construction of retaining wall. *St Simeon Que*: T C Gorman Construction Co Ltd, construction of ferry facilities. *Sorel Que*: Sorel Mill & Builders Supply Ltd, construction of gangway in Yacht Basin. *Tadoussac (Anse Tadoussac) Que*: Lucien Tremblay, wharf repairs. *Collin's Bay Ont*: G A Crowe Construction, wharf repairs. *Gravenhurst Ont*: Wilbert Lloyd Jackson,

interior cleaning of new post office bldg. *Midland Ont*: Wilchar Construction Ltd, construction of federal bldg. *Niagara-on-the-Lake Ont*: Bar-Way Marine Ltd, construction of Customs wharf. *Oshawa Ont*: Alnor Earthmoving Ltd, harbour improvements—approach road to & filling behind east harbour wharf. *Ottawa Ont*: J R Statham Construction Ltd, general alterations, Sir Charles Tupper Bldg, Confederation Heights; Independent Coal & Lumber Co Ltd, removal of ashes from the CEF, Cliff St, Confederation Heights, Plouffe Park & Tunney's Pasture; R & R Construction, alterations & additions to washroom facilities for ground floor, Supreme Court Bldg; Honeywell Controls Ltd, improvements to heating system, Food & Drug Laboratory, Tuney's Pasture; Beaudoin Construction Ltd, roof repairs, RCMP Headquarters Bldg, Tremblay Road. *Parry Sound Ont*: Stellmar Contracting Co Ltd, repairs to wharf approach (smelter wharf). *Port Credit Ont*: Tru-Line Construction Co Ltd, harbour improvements (fenders). *Churchill Man*: The Carter Construction Co Ltd, roofing, fire protection & painting, RCMP Detachment Quarters. *Winnipeg Man*: Westeel Products Ltd, repairs to helicopter landing, roof area, General Post Office Bldg. *Jasper National Park Alta*: J A Moulson Construction Ltd, grading, culverts & base course, Mile 115-125, Banff-Jasper Highway; Standard Gravel & Surfacing of Canada Ltd, paving, Mile 125-140, Banff-Jasper Highway. *Bella Bella B C*: D Robinson Construction (1952) Ltd, construction of school & residence, Bella Coola Agency. *Mansons Landing B C*: Greenlees Piledriving Co Ltd, float & gangway renewal. *New Westminster B C*: Dawson & Hall Ltd, addition to bldg, Segregation Area B7, B C Penitentiary. *Refuge Cove B C*: Greenlees Piledriving Co Ltd, float renewal & extension. *Sidney B C*: Greenlees Piledriving Co Ltd, harbour improvements (Beacon Ave). *Sointula B C*: L K Creelman Co Ltd, approach & float renewal. *Steveston B C*: Greenlees Piledriving Co Ltd, construction of mooring facilities & dredging for Dredge 322 equipment. *Fort Good Hope N W T*: A W Homme Ltd, installation of bulk oil storage facilities. *Fort Simpson N W T*: Poole Construction Co Ltd, construction of apartment bldg & bungalow. *Fort Smith N W T*: Russell's Painting & Decorating, repainting of federal housing units. *Yellowknife N W T*: Russell's Painting & Decorating, repainting of federal housing units. *Whitehorse Y T*: Whitehorse Painting & Decorating, interior repairs & repainting of residences at Riverdale & Valleyview subdivisions.

In addition, this Department awarded 52 contracts containing the General Fair Wages Clause.

THE ST. LAWRENCE SEAWAY AUTHORITY

Beauharnois Que: Annett Chemicals Ltd, chemical grouting of No 1 fender boom & lower crossover tunnel, Upper Lock. *Near Cote Ste Catherine Que*: Grant-Mills Ltd, construction of mooring facilities at Station 937+00, South Shore Canal. *St Lambert Que*: Hill-Clark-Francis (Quebec) Ltd, supply & erection of steel frame bldg, St Lambert Lock; Concrete Repairs & Waterproofing Co Ltd, grouting of cable galleries & crossover tunnel, St Lambert Lock. *Cornwall Ont*: Sprayturf Ltd, seeding of landscaped areas, Cornwall Island Approaches, International Bridge.

DEPARTMENT OF TRANSPORT

Gander Nfld: Coast to Coast Painters Ltd, modifications to incinerator chimney, International Airport. *St John's (Torbay) Nfld*: Nordbec Construction Inc, construction of VOR bldgs & services, Airport. *Fourchu Head N S*: G J Forgeron, construction of dwelling. *Halifax N S*: Diamond Construction (1961) Ltd, resurfacing of existing hard surfacing, International Airport. *Point Prim N S*: Central Construction Co, construction of various bldgs & demolition of existing combined dwelling, light tower, etc, Light-station. *Sydney N S*: Lynk Electric Ltd, relocation of North Sydney Marine Station. *Fredericton N B*: E J Ludford Line Construction Ltd, replacing approach lighting towers on approaches 15 & 33, Airport. *Saint John N B*: McNamara Construction of Nova Scotia Ltd, extension of runway 05-23, Airport. *Blanc Sablon Que*: Nordbec Construction Inc, establishment of NDB bldg & services. *Grindstone Island M I Que*: Frank Delaney, construction of two dwellings & related work. *Montreal Que*: Arno Electric Reg'd, installation of underground power supply, International Airport; Lackie Bros Ltd, dismantling of AASR tower & transportation & re-erection at London, Ont. *St Eustache, St Jean & Sherbrooke Que*: Arno Electric Reg'd, modifications to VOR bldgs & associated work. *Sept Iles Que*: H J O'Connell Ltd, resurfacing runways 14-32, 10-28, taxiways & aircraft apron & surface treatment of runway 6-24, Airport. *Malton Ont*: Kovacs Construction Co Ltd, construction of post office bldg, Toronto International Airport. *Sault Ste Marie Ont*:

(Continued on page 840)

PRICES AND THE COST OF LIVING

Consumer Price Index, August 1963

The consumer price index (1949=100) rose 0.3 per cent from 133.5 to 133.9, a new high, between July and August. The August index was 1.9 per cent above the August 1962 index of 131.4.*

Increases occurred in the food, housing, clothing, transportation, and health and personal care indexes. The recreation and reading index was unchanged and the tobacco and alcohol index declined fractionally.

The food index rose 0.5 per cent, from 132.5 to 133.2, as higher prices were recorded for a wide range of items, including bread, milk, eggs, beef and pork. Price declines were generally limited to sugar, coffee, poultry and most fresh fruits and vegetables, particularly tomatoes.

The housing index increased 0.3 per cent, from 135.9 to 136.3. A rise in the shelter component outweighed a decline in the household operation component. In shelter, rents were unchanged but the homeownership index was up as several items increased, including fire insurance rates. The drop in the household operation index reflected sale prices for furniture as well as lower prices for floor coverings and utensils and equipment. Prices were higher for textiles and household supplies and services, including insurance on household effects.

The clothing index increased 0.2 per cent, from 115.7 to 115.9, as higher prices for men's and women's wear and piece goods offset decreases for children's wear. The footwear index was unchanged.

The transportation index increased 0.2 per cent, from 140.7 to 141.0. Higher prices for gasoline in most areas of Canada offset fractionally lower prices for 1963 model cars and minor price decreases for automobile rates in some Maritime cities.

The health and personal care index rose 0.1 per cent, from 162.6 to 162.8, as a result of generally higher prices for pharmaceuticals and personal care items.

The recreation and reading index was unchanged at 148.8. Price increases for bicycles and admissions to sporting events in the recreation component were balanced by lower prices for camera film.

The tobacco and alcohol index declined 0.1 per cent, from 118.2 to 118.1. Fractional decreases in cigarette prices balanced somewhat higher prices for alcoholic beverages.

City Consumer Price Indexes, July 1963

Consumer price indexes (1949=100) rose in eight of the ten regional cities between June and July.* In Halifax the index was unchanged; in Saint John it declined.

Increases ranged from 0.2 per cent in Edmonton-Calgary to 0.8 per cent in St. John's; the decline in Saint John was 0.1 per cent.

Indexes for food rose in all cities, the increases ranging from 0.8 per cent in Saint John to 2.6 per cent in Toronto. Indexes for housing were lower in eight cities, higher in one and unchanged in one. Clothing indexes rose in two cities, fell in three, and remained unchanged in five. The transportation and health and personal care indexes were higher in three cities, lower in four, and unchanged in three. Recreation and reading indexes rose in six cities, fell in three, and remained unchanged in one. The tobacco and alcohol index rose in Winnipeg; in all other cities it was unchanged.

Regional consumer price index point changes between June and July were: St. John's +0.9 to 120.9†; Toronto +0.9 to 135.5; Winnipeg +0.8 to 130.9; Ottawa +0.7 to 134.5; Montreal +0.6 to 133.4; Saskatoon-Regina +0.6 to 129.0; Vancouver +0.5 to 132.3; Edmonton-Calgary +0.2 to 127.8; Saint John -0.1 to 134.0. Halifax remained unchanged at 132.0.

Wholesale Price Index, July 1963

Canada's general wholesale index (1935-39=100) rose 0.2 per cent in July to 246.2 from 245.8 in June, and was 2.0 per cent above the July 1962 index of 241.4.

Five major group indexes advanced in July, two declined, and one was unchanged.

The animal products group index rose 1.6 per cent to 261.6 from 257.5, the wood products group index rose 0.4 per cent to 324.5 from 323.2, and the non-ferrous metals group index climbed 0.4 per cent to 197.8 from 196.9. The index for non-metallic minerals products group edged up 0.2 per cent to 189.0 from 188.6 and the iron products group also 0.2 per cent to 253.5 from 253.2.

The textile products group index dropped 0.8 per cent to 246.3 from 248.2, and the vegetable products group index declined 0.7 per cent to 230.3 from 232.0.

The chemical products group index was unchanged at 190.4.

* See Table F-2, page 857.

† On base June 1951=100.

* See Table F-1, page 857.

The price index of farm products (1935-39=100) advanced 0.3 per cent, from 229.0 to 229.8, in the four weeks ended July 26. The animal products index rose 1.2 per cent, from 283.4 to 286.3, reflecting higher prices on both eastern and western markets for eggs, steers, hogs and raw wool, and for cheesemilk in the East. Sharp decreases occurred for lambs, and more moderate declines for calves both east and west. The field products index eased 0.9 per cent, from 174.9 to 173.3, as lower prices for oats, rye, wheat and barley in the East, and hay on both markets offset increases for potatoes both east and west, peas in the East, and flax in the West.

The residential building materials price index (1935-39=100) advanced 3.2 per cent in July to 312.5 from 302.9 in June. On the 1949=100 base, it moved up to 137.1 from 132.9.

The non-residential building materials price index (1949=100) rose 2.5 per cent to 137.6 from 134.3.

U.S. Consumer Price Index, July 1963

The United States consumer price index (1957-59=100) advanced 0.5 per cent in July, moving up to 107.1 from 106.6. It was the second sharp advance in two months—the increase in June was 0.4 per cent—and moved the index to a record high.

Increased food prices were the largest single factor in the rise during the month.

British Index of Retail Prices, June 1963

The British index of retail prices (Jan. 16, 1962=100) was unchanged at 103.9 between mid-May and mid-June.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 179

Annual Reports

1. BRITISH COLUMBIA. DEPARTMENT OF INDUSTRIAL DEVELOPMENT, TRADE, AND COMMERCE. *Report for the Year ended December 31, 1962*. [Victoria?] Queen's Printer, 1963. Pp. 43.

2. CANADA. CIVIL SERVICE COMMISSION. *Annual Report, 1962*. Ottawa, Queen's Printer, 1963. Pp. 35.

3. CANADA. DEPARTMENT OF CITIZENSHIP AND IMMIGRATION. STATISTICS SECTION. *Immigration Statistics, 1962*. Ottawa, 1963. Pp. 29.

4. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Strikes and Lockouts in Canada, 1961*. Ottawa, Queen's Printer, 1963. Pp. 33.

5. CIVIL SERVICE ASSOCIATION OF CANADA. OTTAWA-HULL LOCAL COUNCIL. *Annual Report, 1962*. Ottawa, 1962. Pp. 16, 11.

6. MANITOBA. DEPARTMENT OF INDUSTRY AND COMMERCE. *Annual Report, Department of Industry and Commerce and Manitoba Development Authority for Period ending March 31st, 1962*. Winnipeg, 1963. Pp. 49.

7. ONTARIO. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1962*. Toronto, Queen's Printer, 1963. Pp. 107.

Economic Conditions

8. CANADIAN INSTITUTE ON PUBLIC AFFAIRS. *Economic Planning in a Democratic Society?* [Report of the] 9th Winter Conference. Edited by T. E. H. Reid. Toronto, University of Toronto Press, 1963. Pp. 88.

Conference held in Toronto, February 8-10, 1963. Sponsored by the C.I.P.A. and the CBC.

The articles in this book fall into three sections: the compatibility of economic planning with free enterprise; the nature of economic planning; and, what kind of economic planning for Canada?

9. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Jobs, Profits, Economic Growth*. Prepared for the 47th

Annual Meeting of the Conference Board, May 15th, 16th and 17th, 1963, the Waldorf Astoria. New York, 1963. Pp. 34.

10. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Managing Capital Expenditures*, by Norman E. Pflomm. New York, c1963. Pp. 148.

Reports the experience of 346 manufacturing companies in the management of capital expenditures. Contains separate chapters on each of the major functions of capital expenditure control: capital budgeting, authorizing expenditures, monitoring projects in progress, and post-completion auditing. Another chapter examines "the various techniques employed to measure project profitability and discusses the pros and cons of each." Uses case studies throughout the report.

Fringe Benefits

11. HENLE, PETER. *Current Trends in Fringe Benefits. [An Address] before Labor-Management and Capital Planning Conference . . . Chicago, March 16, 1962.* Washington, 1962. Pp. 18.

12. U.S. BUREAU OF LABOR STATISTICS. *Employer Expenditures for Selected Supplementary Remuneration Practices for Production Workers in Mining Industries, 1960.* Washington, GPO, 1963. Pp. 78.

"Provides estimates of expenditures for selected supplementary practices in 1960 in the [U.S.] mining industries."

13. U.S. OFFICE OF WELFARE AND PENSION PLANS. *Welfare and Pension Plans Statistics, 1960.* Washington, 1963. Pp. 21.

The Welfare and Pension Plan Disclosure Act (U.S.), which took effect January 1, 1959, stipulated that the administrator of each welfare and pension plan must file an annual report on the plan with the Secretary of Labor within 120 days after the end of the fiscal or policy year of the plan. "These annual reports must contain, among other data, the amount of contributions made to the plan by employers and by employees, the amount of benefits paid under the plan, the assets of the plan, the amount paid in insurance premiums, and the number of employees covered by the plan." This booklet contains tables for plans for which reports were filed in 1960.

Incentive Plans

14. BROWN, WILFRED BARLES DUNCAN. *Piecowork Abandoned; the Effect of Wage Incentive Systems on Managerial Authority.* London, Heinemann, 1962. Pp. 119.

The author, chairman of the Glacier Metal Company, explains why his company abandoned the piecowork system and changed to hourly rates.

15. CANADIAN LABOUR CONGRESS. RESEARCH DEPARTMENT. *Off-Shift Bonus Clauses in Manufacturing and Mining.* [Ottawa, 1960?] Pp. 29

16. CARNER, DONALD C. *A Program for Hospital Incentives.* Madison, Wis., Center for Productivity Motivation, School of Commerce, University of Wisconsin, 1962. Pp. 70.

The author describes an incentive plan (Memorial Employees Retirement Incentive Trust [MERIT]) in effect at the Memorial Hospital of Long Beach, Calif., whereby retiring employees receive a lump sum of money or an annuity as desired.

Industrial Disputes

17. EDITORIAL RESEARCH REPORTS. *Strike Action and the Law*, by Richard L. Worsnop. [Washington] 1963. Pp. 67-83.

An examination of present American labour legislation as it touches on industrial disputes, with proposed changes that have been suggested by various individuals and bodies.

18. U.S. BUREAU OF LABOR STATISTICS. *Work Stoppages, Metropolitan Areas, 1952-61.* [Washington, n.d., 1963?] Pp. 25.

Contains statistics about the number of stoppages, workers involved, and man-days of idleness for about 200 metropolitan areas.

Industry—Location

The following two surveys were prepared and published by the Industrial Development Branch of the Department of Industry and Development of the Province of Alberta in Edmonton in 1963.

19. *Survey of [Town of] Brooks.* Rev. 1962. Pp. 14.

20. *Survey of [Town of] Olds.* Rev. 1962. Pp. 15.

International Agencies

21. CANADA. DEPARTMENT OF EXTERNAL AFFAIRS. *Canada and the United Nations, 1961.* Ottawa, Queen's Printer, 1962. Pp. 133.

22. EUROPEAN COMMUNITIES. INFORMATION SERVICE. *The Facts, Common Market, Coal and Steel Community, Euratom.* Brussels, 1962. Pp. 24.

23. EUROPEAN CONFERENCE OF MINISTERS OF TRANSPORT. *Eighth Annual Report.* Paris, 1962. Pp. 86.

Describes activities in the year 1961.

24. UNION FOR THE CO-ORDINATION OF THE PRODUCTION AND TRANSMISSION OF ELECTRICITY. *Ten Years of Activity, 1951-1961.* Paris, Organization for Economic Co-operation and Development [1962?] Pp. 32 [4].

Text in English and French in parallel columns.

The Union consists of 42 members from 8 European countries (Austria, Belgium, France, Italy, Luxemburg, the Netherlands, Switzerland and West Germany). The aims of the organization are "1. To keep electricity supply operators informed of the latest developments in

generating equipment and transmission lines; 2. To find better ways of running interconnected plans in parallel; 3. To press for administrative measures in favor of international power exchange."

Labour Laws and Legislation

25. INTERNATIONAL ASSOCIATION OF GOVERNMENTAL LABOR OFFICIALS. *Labor Laws and their Administration. Proceedings, 45th Convention of the International Association of Governmental Labor Officials, Little Rock, Ark., August 27-30, 1962.* Washington, GPO, 1963. Pp. 202.

26. PARKER, REGINALD. *A Guide to Labor Law; Basic Facts, Questions and Answers, Pertinent Statutes.* New York, Praeger, 1951. Pp. 134.

Partial Contents: The History of Labor Law: a Summary. Outline of the Taft-Hartley Act of 1947. Outline of the Labor-Management Reporting and Disclosure Act of 1959. Collective Bargaining in General Selection of the Union's Bargaining Representative. The Collective-Bargaining Agreement. Employer Unfair Labor Practices. Union Unfair Labor Practices. Union Liability. The Impact of the Labor-Management Reporting and Disclosure Act of 1959.

Labour Organization

27. CANADIAN MARITIME UNION. [*Proceedings of*] *First Biennial Convention held at Canadian Labour Congress Headquarters, Ottawa, Ontario, February 9th and 10th, 1963.* Ottawa, 1963. Pp. 25.

28. FOENANDER, ORWELL DE RUYTER. *Trade Unionism in Australia, Some Aspects.* Sydney, Law Book Co. of Australasia, 1962. Pp. 215.

An examination of trade unions and trade union legislation in Australia.

29. INTERNATIONAL LONGSHOREMEN'S AND WAREHOUSEMEN'S UNION. *The ILWU Story; Three Decades of Militant Unionism.* 2d ed. San Francisco, 1963. Pp. 88.

30. LITWACK, LEON F. Ed. *The American Labor Movement.* Englewood Cliffs, N.J., Prentice-Hall, 1962. Pp. 176.

A book of readings giving some idea of the development of the American labour movement. It includes excerpts from Congressional hearings, editorials and periodical articles.

Labouring Classes

31. THE DUKE OF EDINBURGH'S COMMONWEALTH STUDY CONFERENCE ON THE HUMAN CONSEQUENCES OF THE CHANGING INDUSTRIAL ENVIRONMENT IN THE COMMONWEALTH AND EMPIRE. 2nd, CANADA, 1962. *Conference across a Continent; an Account.* Toronto, Macmillan, 1963. Pp. 521.

Conference held May 13-June 6, 1962.

Nearly 300 men and women from 37 Commonwealth countries and territories travelled from Montreal to Vancouver visiting various communities where there was a single industry, a dominant industry, or diversified industries. Delegates representing management and labour studied the problems of people and the communities in which they lived in relation to the industrial environment.

32. EDITORIAL RESEARCH REPORTS. *Retraining for New Jobs*, by William B. Dickinson. [Washington] 1962. Pp. 775-792.

A brief look at retraining programs for unemployed workers, both in the U.S. and in Europe.

33. FARMER-LABOUR-TEACHER INSTITUTE. *A Report of the Fifteenth Annual Farmer-Labour-Teacher Institute, Presented by Saskatchewan Occupational Group Council, June 29-July 2, 1962.* [Regina, 1963?] Pp. 56.

34. INTERNATIONAL SOCIAL SECURITY ASSOCIATION. *Volume and Cost of Sickness Benefits in Kind and Cash. (Annex to Report 2). National Monographs. (Replies to the I.S.S.A. Questionnaire).* Geneva, 1961. 2 vols.

At head of title: Report II—Annex (ISSA/ MSC/VII). International Social Security Association. 14th General Meeting, Istanbul, 23-30 September 1961.

35. SCHNEIDER, BETTY V. H. *The Older Worker.* Edited by Irving Bernstein. Drawings by Bill Tara. Berkeley, Institute of Industrial Relations, University of California, 1962. Pp. 98.

An examination of the difficulties facing older workers such as age bars in hiring, insufficient job skills, declining capabilities, etc., and a brief outline of some of the things being done to meet the problems of the older worker.

36. ZWEIG, FERDYNAND. *The Worker in an Affluent Society; Family Life and Industry.* London, Heinemann, 1961. Pp. 268.

The author interviewed 672 workers in 5 large companies to study the mutual impact of family life and industry and to enquire into working and living conditions of the industrial worker as they have been affected by developments since World War II.

Productivity of Labour

37. *Bulletin on Industrialization and Productivity.* No. 6. New York, United Nations, Department of Economic and Social Affairs, 1963. Pp. 77.

Partial Contents: Adaptation of Processes, Equipment and Products. Industrial Development in the United Nations Development Decade. Training for Industrial Production of Prototype Machinery. United Nations Fellowships for Industrial Development.

38. CLAGUE, EWAN. *Productivity and Employment in the Railroad Industry*. [An Address] before the Railway Systems and Management Association, Chicago, November 28, 1962. Washington, 1962. Pp. 14.

39. *Progress in measuring Work*. Washington, Executive Office of the President, Bureau of the Budget; for sale by GPO, 1962. Pp. 67.

Consists of a selection of papers and discussions from a five-day conference, the purpose of which was to aid Federal agencies in measuring and improving their productivity. The conference, sponsored by the U.S. Bureau of the Budget, was held January 29 to February 2, 1962.

40. U.S. BUREAU OF LABOR STATISTICS. *Indexes of Output per Man-Hour for Selected Industries, 1939 and 1947-61; Annual Industry Series*. Washington, GPO, 1962. Pp. 44.

Professions

41. ENGINEERS JOINT COUNCIL. ENGINEERING MANPOWER COMMISSION. *Engineering Manpower; a Statement of Position*. New York, 1963. Pp. 63.

Contents: Historical Background, Present and Projected Position. Advanced Degrees. Engineering Technicians. Demand during the Next Decade. Science vs. Engineering Enrollments. Technical Manpower in Russia and Red China.

42. U.S. CIVIL SERVICE COMMISSION. *Federal Career Directory; a Guide for College Students*. Washington, GPO, 1962. Pp. 84.

Comments on U.S. Federal employment in general and Federal agencies and their programs. Includes brief job descriptions of major Federal career occupations, with an index of job descriptions by position title, and an index of job descriptions by major field of study at college.

Universities and Colleges

43. CANADIAN UNIVERSITIES FOUNDATION. RESEARCH AND INFORMATION SERVICE. *Admission to University*, 1962. Ottawa, 1963. Pp. 4.

English and French text, the latter inverted and with special title page.

44. EDITORIAL RESEARCH REPORTS. *College Dropouts*, by Helen B. Shaffer. [Washington] 1962. Pp. 695-711.

Suggests reasons for student drop-outs in college and ways of dealing with the problem.

Wages and Hours

45. U.S. BUREAU OF LABOR STATISTICS. *Deferred Wage Increases and Escalator Clauses, 1952-63*. Washington, GPO, 1963. Pp. 61.

This report contains articles on the subject of deferred wage increases and escalator clauses relating to the years 1957 to 1963 from the *Monthly Labor Review*. It also contains four earlier postwar studies dealing with wage escalation.

46. U.S. WOMEN'S BUREAU. *Equal Pay Facts*. Revised January 1963. Washington, GPO, 1963. Folder.

Women—Employment

47. BRITISH FEDERATION OF UNIVERSITY WOMEN. *Opportunities for Girls and Women in Science and Technology*. 2d ed. London, 1961. Pp. 42.

48. INDUSTRIAL TRAINING COUNCIL. *Training Girls in Industry*. London, 1962. Pp. [40].

Sets out certain principles for employers to follow in the training of girls, and shows the way this training is carried out in a number of companies and industries, and points out the advantages gained from the training.

49. U.S. WOMEN'S BUREAU. *Memo on Job-finding for the Mature Woman*. Rev. 1963. Washington, GPO, 1963. Folder.

50. WORLD OF WORK CONFERENCE ON CAREER AND JOB OPPORTUNITIES, HOWARD UNIVERSITY, WASHINGTON, D.C., 1962. *Report*. Washington, U.S. Dept. of Labor, Women's Bureau, 1963. Pp. 36.

This conference, sponsored by the U.S. Women's Bureau, was an inter-racial conference of young women concerned with career and job opportunities.

Miscellaneous

51. BONNER, ARNOLD. *British Co-operation; the History, Principles, and Organization of the British Co-operative Movement*. Manchester [Eng.] Co-operative Union, 1961. Pp. 540.

This book is concerned with the British co-operative movement from its beginnings in the early 19th century to date.

52. BRITISH ASSOCIATION FOR COMMERCIAL AND INDUSTRIAL EDUCATION. *Report Writing*. 2d ed., 4th imp., rev. London, 1963. Pp. 24.

A brief outline of how to prepare, arrange, write and revise a report.

53. CANADA. NATIONAL RESEARCH COUNCIL. ASSOCIATE COMMITTEE ON THE NATIONAL BUILDING CODE. *Housing Standards, Canada*, 1963. Ottawa, 1963. Pp. 240.

54. DOUGLAS, WILLIAM ORVILLE. *Freedom of the Mind*. [Chicago?] American Library Association [distributed by] Public Affairs Pamphlets [New York 1962] Pp. 44.

55. HUTCHINSON, JOHN G. *Managing a Fair Day's Work; an Analysis of Work Standards in Operation*. Ann Arbor, Bureau of Industrial Relations, University of Michigan, 1963. Pp. 275.

"Most of the materials presented [in this book] are based upon research in the making and using of work standards in the automobile

industry." This study investigates and analyzes current practices in the setting and administration of production standards and considers the part played by managers and unions in production standards.

56. HYATT, DAVE. *Public Relations: a Handbook for Business, Labor, and Community Leaders*. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1963. Pp. 94.

"It is the author's hope that readers may gain (1) a quick overview of the field of public relations; (2) a brief glimpse of some of the public relations practices and procedures of American business concerns, labor union, and social service organizations; and (3) some practical hints on how to utilize the tools of public relations."

57. MEIJ, JACOB LOUIS. Ed. *Mechanization in Agriculture*. Amsterdam, North-Holland Publishing Co., 1960. Pp. 379.

Deals with agricultural mechanization in Europe and in the U.S.; mechanization as it affects farm management, labour, small farms, and marketing organizations; and, financing mechanization on the farm.

58. OLSEN, FREDERICK. *Thermal Insulation for Buildings; Report prepared for the OECD*. Paris, Organization for Economic Co-operation and Development, 1962. Pp. 146.

59. OLSON, BERNHARD EMMANUEL. *Faith and Prejudice; Inter-group Problems in Protestant Curricula*. New Haven, Yale University Press, 1963. Pp. 451.

This book "describes and evaluates how four representative Protestant groups portray other racial, ethnic, and—more particularly—religious communities."

60. UNITED NATIONS. COMMISSION ON INTERNATIONAL COMMODITY TRADE. *Commodity Survey*, 1962. New York, 1963. Pp. 129.

61. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *The Physical Planning of Industrial Estates*. New York, 1962. Pp. 54.

"The industrial estate is usually an organization set up to assemble, improve and subdivide tracts of land, and frequently to erect factory buildings, in advance of or following demand, which are either for sale or for lease to prospective occupants." This study discusses such physical planning considerations as transportation, provision of utilities, layout of the estate, factory buildings, and urban industrial development and redevelopment. Includes conclusions reached at the United Nations Seminar on Industrial Estates in the ECAFE Region.

Labour Conditions in Government Contracts

(Continued from page 884)

Mutual Electric Co Ltd, supply & installation of power primary cables to new terminal bldg, Airport. *Windsor Ont*: Whelpton Electric Ltd, replacing approach lighting tower on approach 07. *Fort Churchill Man*: Lacey Construction Ltd, construction of extension to Operations Bldg & related work. *Winnipeg Man*: Schumacher-Mackenzie Co Ltd, installation of power to weather surveillance radar tower, International Airport. *Calgary Alta*: D A Dowling Construction Ltd, construction of precision approach radar & related work, Municipal Airport. *Princeton B C*: Stevenson Construction Co Ltd, construction of VOR tacan bldg & related work. *Victoria B C*: Dawson Construction Ltd, construction of car park & roads, International Airport. *Cambridge Bay N W T*: Yukon Construction Co Ltd, installation of bridge crane & related work in power house. *Inuvik N W T*: Huber Electric Ltd, provision of ring grounding system & related work, Airport; Huber Electric Ltd, installation of airport lighting facilities. *Watson Lake Y T*: General Construction Co, Division of Standard Gravel & Surfacing of Canada Ltd, resurfacing of runway 08-26, aircraft apron & taxiways, Airport. *Whitehorse Y T*: Dawson Construction Ltd, surface treatment of runway 13L-31R & strengthening & reconstruction of runway 13R-31L, Airport.

In addition, this Department awarded nine contracts containing the General Fair Wages Clause.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED AUGUST 24, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	7,016	628	1,966	2,548	1,228	646
Men.....	5,094	475	1,446	1,815	893	465
Women.....	1,922	153	520	733	335	181
14-19 years.....	865	84	254	294	160	73
20-24 years.....	906	93	301	289	151	72
25-44 years.....	3,011	251	851	1,118	509	282
45-64 years.....	2,024	179	509	766	366	204
65 years and over.....	210	21	61	81	42	15
Employed.....	6,746	593	1,858	2,476	1,205	614
Men.....	4,883	446	1,360	1,759	876	442
Women.....	1,863	147	498	717	329	172
Agriculture.....	774	42	160	205	340	27
Non-agriculture.....	5,972	551	1,698	2,271	865	587
Paid Workers.....	5,538	491	1,562	2,135	815	535
Men.....	3,878	357	1,111	1,477	552	381
Women.....	1,660	134	451	658	263	154
Unemployed.....	270	35	108	72	23	32
Men.....	211	29	86	56	17	23
Women.....	59	*	22	16	*	*
Persons not in the Labour Force.....	5,489	637	1,632	1,810	899	511
Men.....	1,117	155	328	333	182	119
Women.....	4,372	482	1,304	1,477	717	392

*Less than 10,000.

**TABLE A-2—AGE, SEX AND MARITAL STATUS,
WEEK ENDED AUGUST 24, 1963**

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over ⁽¹⁾	12,505	1,923	3,629	970	3,736	906	1,341
Labour force.....	7,016	865	3,523	879	903	636	210
Employed.....	6,746	792	3,427	816	889	617	205
Unemployed.....	270	73	96	63	14	19	*
Not in labour force.....	5,489	1,058	106	91	2,833	270	1,131
Participation rate ⁽²⁾							
1963, August 24.....	56.1	45.0	97.1	90.6	24.2	70.2	15.7
July 20.....	56.4	46.9	97.0	91.1	24.1	69.4	15.7
Unemployment rate ⁽³⁾							
1963, August 24.....	3.8	8.4	2.7	7.2	1.6	3.0	*
July 20.....	4.2	10.4	2.7	7.3	1.5	3.0	*

⁽¹⁾Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

⁽²⁾The labour force as a percentage of the population 14 years of age and over.

⁽³⁾The unemployed as a percentage of the labour force.

*Less than 10,000.

TABLE A-3—UNEMPLOYED, WEEK ENDED AUGUST 24, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	August 1963	July 1963	August 1962
Total unemployed.....	270	293	280
On temporary layoff up to 30 days.....	18	15	17
Without work and seeking work.....	252	278	263
Seeking full-time work.....	239	258	247
Seeking part-time work.....	13	20	16
Seeking under 1 month.....	75	92	72
Seeking 1-3 months.....	95	94	102
Seeking 4-6 months.....	30	33	31
Seeking more than 6 months.....	52	59	58

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ⁽¹⁾						Totals ⁽²⁾
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ⁽²⁾	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total....	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total....	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
June.....	49.0	497.6	161.5	.....	.....	.....	.....	.....	.....	1,753.3
July.....	49.4	490.4	165.6	.....	.....	.....	.....	.....	.....	1,738.0
August.....	49.1	496.1	166.8	85.8	403.5	99.6	726.5	1,518.9	220.1	1,753.5
September....	48.5	503.9	164.3	.....	.....	.....	.....	.....	.....	1,780.5
October.....	47.9	498.9	165.2	.....	.....	.....	.....	.....	.....	1,764.8
November....	47.6	495.2	162.0	86.1	336.0	99.5	750.6	1,556.8	221.4	1,743.0
December....	46.6	481.5	157.1	.....	.....	.....	.....	.....	.....	1,692.5
1963—										
January.....	47.5	484.4	157.7	.....	.....	.....	.....	.....	.....	1,699.4
February....	47.8	488.7	157.6	68.0	272.8	97.2	731.9	1,603.0	222.1	1,699.8
March.....	47.0	493.9*	156.3	.....	.....	.....	.....	.....	.....	1,714.1*
April.....	46.7	503.2	160.7	.....	.....	.....	.....	.....	.....	1,746.8
May.....	48.1	514.9	165.7	68.4	344.3	102.3	762.8	1,667.0	228.0	1,807.9
June.....	49.0	522.6	169.7	.....	.....	.....	.....	.....	.....	1,857.4
Seasonally Adjusted										
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total....	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total....	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
June.....	48.0	484.3	156.7	.....	.....	.....	.....	.....	.....	1,694.6
July.....	48.4	486.4	158.1	.....	.....	.....	.....	.....	.....	1,703.6
August.....	48.1	487.3	159.7	79.3	332.5	97.0	724.9	1,532.4	218.2	1,709.2
September....	47.8	489.8	159.0	.....	.....	.....	.....	.....	.....	1,712.8
October.....	47.6	491.5	161.9	.....	.....	.....	.....	.....	.....	1,722.8
November....	47.4	494.3	160.6	74.0	334.8	99.4	733.6	1,558.6	220.4	1,728.7
December....	46.8	494.3	160.4	.....	.....	.....	.....	.....	.....	1,730.1
1963—										
January.....	48.1	499.5	164.4	.....	.....	.....	.....	.....	.....	1,771.4
February....	48.7	500.6	164.6	77.4	348.4	99.8	751.7	1,615.7	225.4*	1,768.8
March.....	47.6	503.3*	164.8	.....	.....	.....	.....	.....	.....	1,777.9*
April.....	48.6	508.7	165.9	.....	.....	.....	.....	.....	.....	1,789.8
May.....	48.0	510.7	164.7	78.4	346.0	102.6	762.7	1,636.5	227.8	1,794.6
June.....	48.0	508.4	164.4	.....	.....	.....	.....	.....	.....	1,794.7

⁽¹⁾ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

⁽²⁾ Includes post office wages and salaries.

⁽³⁾ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at June 1963 employees in the principal non-agricultural industries reported a total employment of 3,037,808. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite ⁽¹⁾			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
Averages						
1957.....	122.6	158.1	67.93	115.8	159.1	69.94
1958.....	117.9	163.9	70.43	109.8	165.3	72.67
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	177.8	78.19
1961.....	118.1	181.8	78.11	108.9	183.6	80.73
1962—						
June.....	125.0	188.7	81.05	116.4	190.4	83.72
July.....	125.8	188.3	80.90	115.5	189.1	83.13
August.....	127.0	188.1	80.80	117.6	187.9	82.62
September.....	126.5	189.5	81.40	117.6	190.8	83.91
October.....	125.4	189.9	81.57	115.9	191.8	84.34
November.....	124.3	189.8	81.53	114.7	192.3	84.55
December.....	120.2	182.6	78.45	110.9	183.6	80.71
1963—						
January.....	117.8	190.6	81.80	111.6	193.5	85.09
February.....	117.4	192.9	82.87	112.2	194.2	85.41
March.....	117.7	193.1	82.96	112.8	195.5	85.95
April.....	119.3	194.4	83.53	113.7	197.2	86.72
May*.....	123.6	194.8	83.69	116.3	197.4	86.80
June†.....	127.2	194.6	83.62	118.7	196.3	86.30

⁽¹⁾Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	June 1963	May 1963	June 1962	June 1963	May 1963	June 1962
Provinces				\$	\$	\$
Newfoundland.....	149.6	132.8	145.6	76.86	75.19	73.68
Prince Edward Island.....	142.8	137.1	150.9	58.88	59.92	57.73
Nova Scotia.....	96.9	94.0	98.4	68.57	68.55	66.59
New Brunswick.....	107.6	101.4	110.8	67.62	66.69	65.23
Quebec.....	126.7	122.1	124.8	80.48	81.38	78.47
Ontario.....	129.0	126.5	125.7	87.00	87.05	84.29
Manitoba.....	115.2	112.2	114.4	78.11	77.45	75.69
Saskatchewan.....	132.1	129.3	132.3	79.83	78.29	77.68
Alberta (including Northwest Territories).....	165.3	160.2	164.7	84.51	83.54	82.54
British Columbia (including Yukon).....	122.7	119.4	119.1	91.91	90.65	88.26
Canada.....	127.2	123.6	125.0	83.62	83.66	81.05
Urban Areas						
St. John's.....	149.6	147.4	144.0	64.86	63.11	62.37
Sydney.....	83.8	82.4	82.0	80.78	83.18	82.62
Halifax.....	121.7	119.6	125.0	71.40	70.36	68.27
Moncton.....	105.3	103.6	110.7	65.56	63.89	62.53
Saint John.....	106.8	106.9	107.9	68.89	68.50	65.83
Chicoutimi—Jonquiere.....	111.2	107.2	113.5	103.17	100.98	106.95
Quebec.....	130.0	127.6	122.9	71.67	73.10	68.71
Sherbrooke.....	113.2	110.4	111.4	69.78	71.22	67.85
Shawinigan.....	104.0	100.8	106.3	91.92	94.25	90.60
Three Rivers.....	119.8	118.9	121.5	77.64	76.47	75.51
Drummondville.....	88.2	85.8	81.8	69.40	68.85	67.33
Montreal.....	131.1	128.7	129.3	82.34	83.36	80.41
Ottawa—Hull.....	139.0	137.6	138.7	77.37	77.27	75.59
Kingston.....	126.3	122.9	118.8	81.40	81.92	78.05
Peterborough.....	102.9	99.3	97.6	92.86	92.79	90.27
Oshawa.....	202.8	203.6	189.4	102.14	106.76	102.09
Toronto.....	143.1	141.2	138.4	87.97	87.73	85.05
Hamilton.....	119.8	117.8	116.3	92.15	92.67	90.01
St. Catharines.....	116.9	115.0	113.2	95.86	97.78	91.94
Niagara Falls.....	108.7	102.3	105.3	80.25	82.11	81.30
Brantford.....	90.4	88.3	82.2	80.07	81.07	75.18
Guelph.....	133.2	130.6	126.2	76.49	76.99	75.30
Galt.....	122.2	119.5	118.5	74.74	73.87	73.27
Kitchener.....	141.8	138.6	132.8	78.96	78.35	77.70
Sudbury.....	127.1	126.8	146.2	94.02	93.10	92.58
Timmins.....	90.9	89.3	89.5	74.21	74.53	71.94
London.....	145.8	142.7	138.9	80.31	79.14	77.30
Sarnia.....	137.7	136.2	132.1	110.57	107.94	103.95
Windsor.....	79.3	77.7	74.1	93.54	96.36	92.12
Sault Ste. Marie.....	154.4	149.9	151.1	109.81	106.75	101.32
Fort William—Port Arthur.....	110.9	111.1	111.3	84.50	84.20	81.36
Winnipeg.....	114.6	112.1	113.2	74.68	74.22	72.86
Regina.....	149.0	145.4	147.0	78.17	77.09	75.83
Saskatoon.....	148.0	145.4	144.5	74.90	73.57	73.50
Edmonton.....	210.2	206.4	208.9	79.39	78.68	78.19
Calgary.....	183.8	180.6	184.2	84.01	82.70	81.93
Vancouver.....	121.1	119.1	116.2	89.92	88.90	86.43
Victoria.....	119.2	116.9	118.7	83.85	81.82	81.36

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

Source: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	June 1963	May 1963	June 1962	June 1963	May 1963	June 1962
Forestry (chiefly logging).....	72.4	48.6	75.0	\$ 85.40	\$ 81.89	\$ 79.30
Mining.....	116.9	113.7	121.0	101.35	101.72	98.79
Metal mining.....	129.7	128.5	135.1	102.22	102.39	100.32
Gold.....	67.7	66.9	70.7	82.54	83.93	80.72
Other metal.....	187.4	185.8	195.0	108.52	108.57	106.92
Fuels.....	82.1	78.2	85.3	107.29	107.68	104.87
Coal.....	89.0	88.2	40.8	78.64	81.05	79.72
Oil and natural gas.....	257.9	241.1	266.9	124.95	124.90	120.59
Non-metal.....	160.8	151.3	162.1	89.33	90.11	83.62
Manufacturing.....	118.7	116.3	116.4	86.30	86.73	83.72
Durable goods.....	124.1	122.2	121.0	93.08	93.66	90.20
Non-durable goods.....	114.2	111.3	112.5	80.14	80.36	77.88
Food and beverages.....	123.5	116.2	122.8	75.43	76.10	73.34
Meat products.....	138.8	133.8	136.5	86.80	87.37	84.72
Canned and preserved fruits and vegetables.....	113.9	94.0	115.7	63.17	67.17	62.51
Grain mill products.....	93.0	91.2	102.2	83.66	84.27	81.82
Bread and other bakery products.....	115.3	112.2	113.7	74.00	72.49	71.52
Distilled and malt liquors.....	98.6	95.7	100.5	107.60	106.10	103.81
Tobacco and tobacco products.....	84.7	87.9	83.9	88.81	85.56	86.01
Rubber products.....	112.2	111.8	108.2	90.21	88.42	87.55
Leather products.....	87.9	87.1	88.8	56.82	56.62	55.62
Boots and shoes (except rubber).....	94.0	93.1	96.5	54.46	54.17	53.50
Other leather products.....	77.0	76.3	74.8	62.06	62.06	60.56
Textile products (except clothing).....	85.1	84.2	82.3	68.34	68.53	66.52
Cotton yarn and broad woven goods.....	74.0	72.7	73.6	65.15	64.61	62.98
Woollen goods.....	64.2	64.0	63.6	63.44	63.51	62.82
Synthetic textiles and silk.....	98.0	97.3	91.1	74.89	75.07	72.70
Clothing (textile and fur).....	94.4	92.8	92.3	52.59	53.74	51.15
Men's clothing.....	99.3	97.8	96.5	51.18	52.72	50.19
Women's clothing.....	98.9	97.5	95.6	52.98	54.70	51.25
Knit goods.....	75.2	73.4	74.6	52.88	53.51	51.50
Wood products.....	114.4	109.9	113.3	74.69	73.63	71.36
Saw and planing mills.....	118.5	112.7	117.2	77.27	75.66	73.30
Furniture.....	120.2	117.5	117.0	70.86	71.30	69.20
Other wood products.....	82.2	80.6	86.5	66.63	65.79	63.87
Paper products.....	131.1	127.3	129.2	101.43	101.02	98.70
Pulp and paper mills.....	131.5	127.2	129.1	109.17	108.76	106.66
Other paper products.....	130.0	127.4	129.5	82.64	82.48	79.71
Printing, publishing and allied industries.....	127.5	126.2	127.3	93.27	93.72	90.93
Iron and steel products.....	117.0	115.7	111.8	97.79	98.72	95.68
Agricultural implements.....	72.4	75.0	59.2	101.15	105.97	99.09
Fabricated and structural steel.....	155.5	156.5	164.2	101.07	98.99	99.52
Hardware and tools.....	116.3	114.7	109.9	86.21	87.05	84.06
Heating and cooking appliances.....	104.4	103.0	107.9	85.92	83.43	82.28
Iron castings.....	103.9	102.2	97.6	91.87	93.99	90.98
Machinery, industrial machinery.....	137.6	135.1	125.5	93.58	93.81	91.41
Primary iron and steel.....	133.9	132.0	128.0	112.45	114.37	108.69
Sheet metal products.....	123.6	119.9	122.1	95.75	95.36	95.21
Wire and wire products.....	117.3	117.0	113.0	98.69	97.44	94.72
Transportation equipment.....	116.7	117.6	114.6	100.71	102.94	96.38
Aircraft and parts.....	227.0	229.0	253.0	101.87	100.98	97.61
Motor vehicles.....	129.1	130.1	115.1	115.64	122.62	112.31
Motor vehicle parts and accessories.....	132.5	133.6	113.2	94.37	99.21	89.82
Railroad and rolling stock equipment.....	52.7	51.9	58.0	89.44	87.14	85.68
Shipbuilding and repairing.....	149.8	154.0	151.0	94.95	94.39	90.93
Non-ferrous metal products.....	129.2	125.9	127.9	97.91	97.02	95.69
Aluminum products.....	146.3	141.5	146.8	94.08	94.12	91.43
Brass and copper products.....	109.3	107.2	106.0	92.47	92.12	88.73
Smelting and refining.....	141.5	137.6	142.5	107.83	106.30	106.01
Electrical apparatus and supplies.....	155.2	153.2	150.8	91.44	91.11	89.51
Heavy electrical machinery.....	117.4	114.6	111.5	99.08	98.78	97.66
Telecommunication equipment.....	278.7	275.9	272.5	87.85	87.65	86.30
Non-metallic mineral products.....	160.3	155.4	157.7	91.79	91.65	89.64
Clay products.....	92.7	91.3	96.5	82.53	82.66	79.51
Glass and glass products.....	183.0	177.3	173.6	87.34	87.29	85.14
Products of petroleum and coal.....	144.4	142.7	143.5	127.04	126.39	120.02
Petroleum refining and products.....	146.3	145.0	144.9	128.33	127.46	121.48
Chemical products.....	138.4	137.4	136.8	101.31	101.10	98.64
Medicinal and pharmaceutical preparations.....	125.6	124.9	124.6	90.40	89.58	85.83
Acids, alkalis and salts.....	164.7	160.7	163.7	112.96	112.50	109.02
Other chemical products.....	135.3	135.0	133.9	100.38	100.44	98.66
Miscellaneous manufacturing industries.....	152.2	151.2	145.3	76.23	75.94	73.53
Construction.....	132.8	126.7	137.8	90.67	90.55	87.20
Building and general engineering.....	128.9	124.4	134.1	96.54	97.36	93.66
Highways, bridges and streets.....	139.2	130.6	144.2	81.75	79.89	77.15
Electric and motor transportation.....	147.2	144.3	125.8	89.20	88.52	85.95
Service.....	172.7	165.1	163.3	58.51	59.06	56.87
Hotels and restaurants.....	149.6	142.0	143.5	44.24	44.66	43.04
Laundries and dry cleaning plants.....	142.5	140.2	132.9	52.52	52.82	50.72
Industrial composite.....	127.2	123.6	125.0	83.62	83.66	81.05

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	June 1963	May 1963	June 1962	June 1963	May 1963	June 1962
				\$	\$	\$
Newfoundland.....	45.7	42.9	42.4	1.48	1.60	1.55
Nova Scotia.....	41.7	41.6	41.5	1.65	1.67	1.63
New Brunswick.....	41.1	41.7	41.3	1.60	1.59	1.57
Quebec.....	41.3	41.8	41.8	1.77	1.72	1.72
Ontario.....	41.0	41.3	41.3	2.04	2.06	1.97
Manitoba.....	40.4	40.2	40.1	1.81	1.81	1.75
Saskatchewan.....	39.7	39.1	39.9	2.02	2.02	2.00
Alberta (includes Northwest Territories)	40.3	39.6	40.8	2.04	2.03	2.00
British Columbia (includes Yukon Territory).....	38.4	38.2	38.2	2.36	2.35	2.27

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-6—EARNINGS AND HOURS OF HOURLY RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Last Pay Period in:					
1962 June.....	41.1	1.88	77.52	185.7	141.8
July.....	41.0	1.87	76.72	183.8	139.9
August.....	41.0	1.86	76.17	182.5	139.3
September.....	41.4	1.88	77.61	185.9	141.4
October.....	41.3	1.89	77.96	186.8	141.6
November.....	41.2	1.90	78.09	187.1	141.8
December*.....	37.3	1.94	72.34	173.3	131.3
1963 January.....	40.7	1.92	78.26	187.5	141.9
February.....	40.7	1.93	78.45	187.9	142.3
March.....	40.9	1.93	79.01	189.3	143.1
April.....	41.0	1.95	80.05	191.8	145.0
May*.....	41.2	1.95	80.25	192.3	144.8
June†.....	40.9	1.95	79.62	190.8	142.9

NOTE:—The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly Rated Wage-Earners)

Source: *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	June 1963	May 1963	June 1962	June 1963	May 1963	June 1962	June 1963	May 1963	June 1962
Mining	41.6	42.2	42.0	\$ 2.24	2.22	2.19	\$3.14	33.83	32.01
Metal mining.....	41.5	42.2	41.9	2.33	2.30	2.28	96.53	97.08	95.46
Gold.....	42.0	43.5	42.5	1.82	1.80	1.76	76.40	78.33	74.92
Other metal.....	41.3	41.7	41.7	2.52	2.49	2.47	103.99	103.93	102.88
Fuels.....	41.0	41.7	41.9	2.11	2.10	2.09	86.53	87.65	87.36
Coal.....	40.9	42.3	42.5	1.85	1.88	1.84	75.79	79.28	78.28
Oil and natural gas.....	41.1	40.6	40.9	2.53	2.54	2.51	104.07	103.29	102.70
Non-metal.....	42.8	42.7	42.5	2.03	2.04	1.95	86.97	87.08	83.01
Manufacturing	40.9	41.2	41.1	1.95	1.94	1.88	79.62	80.25	77.52
Durable goods.....	41.4	41.7	41.7	2.11	2.11	2.04	87.36	88.19	84.91
Non-durable goods.....	40.4	40.6	40.6	1.79	1.79	1.73	72.20	72.50	70.48
Food and beverages.....	41.2	41.1	41.2	1.67	1.69	1.63	68.90	69.60	66.94
Meat products.....	41.8	41.6	41.3	1.99	2.01	1.94	83.33	83.70	80.18
Canned and preserved fruits and vegetables.....	37.5	38.7	40.3	1.42	1.45	1.34	53.07	56.12	54.12
Grain mill products.....	42.4	43.0	42.6	1.85	1.86	1.83	78.62	79.88	77.91
Bread and other bakery products.....	40.2	39.8	40.3	1.64	1.61	1.54	69.00	66.97	65.20
Biscuits and crackers.....	42.8	40.6	40.1	2.28	2.27	2.22	98.99	98.02	94.49
Distilled liquors.....	42.8	40.6	40.2	2.47	2.46	2.35	98.99	98.02	94.49
Malt liquors.....	40.0	39.9	40.2	2.17	2.10	2.01	83.94	80.54	80.11
Tobacco and tobacco products.....	38.7	38.4	39.8	1.83	1.82	1.83	72.20	72.50	70.48
Rubber products.....	41.8	42.0	42.4	1.99	1.98	1.95	83.13	83.10	82.55
Leather products.....	38.9	39.2	39.9	1.33	1.32	1.28	51.61	51.57	50.90
Boots and shoes (except rubber).....	38.5	38.6	40.0	1.28	1.28	1.23	49.45	49.27	54.94
Other leather products.....	39.7	40.3	39.7	1.42	1.41	1.38	56.54	58.77	60.05
Textile products (except clothing).....	42.1	42.4	42.3	1.46	1.46	1.42	61.55	62.00	60.05
Cotton yarn and broad woven goods.....	40.9	40.3	40.3	1.48	1.49	1.46	60.72	60.09	58.78
Woolen goods.....	42.9	43.2	44.0	1.35	1.35	1.31	57.91	58.33	57.81
Synthetic textiles and silk.....	42.6	43.6	43.1	1.57	1.56	1.51	67.01	67.88	64.80
Clothing (textile and fur).....	37.4	38.2	37.8	1.26	1.26	1.22	47.11	48.15	46.12
Men's clothing.....	37.1	37.9	37.8	1.25	1.26	1.21	46.37	47.61	45.68
Women's clothing.....	34.6	36.3	35.3	1.36	1.34	1.30	46.95	48.77	46.01
Knit goods.....	41.0	41.1	40.9	1.17	1.18	1.14	48.10	48.69	46.76
*Wood products.....	41.5	41.1	41.9	1.72	1.70	1.64	71.24	70.02	68.70
Saw and planing mills.....	41.0	40.3	41.4	1.83	1.81	1.74	75.01	73.19	71.95
Furniture.....	42.0	42.7	42.6	1.55	1.54	1.51	65.29	65.60	64.36
Other wood products.....	43.2	42.4	43.3	1.42	1.43	1.36	61.38	60.46	59.03
Paper products.....	41.8	41.7	41.9	2.29	2.28	2.23	95.67	95.15	93.43
Pulp and paper mills.....	42.0	41.8	42.0	2.46	2.46	2.41	103.24	102.61	101.09
Other paper products.....	41.5	41.5	41.4	1.81	1.81	1.76	75.23	75.31	73.01
Printing, publishing and allied industries.....	38.5	38.8	38.9	2.39	2.40	2.31	92.12	93.23	89.85
*Iron and steel products.....	41.4	41.7	41.8	2.25	2.26	2.18	93.17	94.16	91.18
Agricultural implements.....	41.3	42.0	41.9	2.34	2.38	2.19	96.34	99.92	91.86
Fabricated and structural steel.....	42.1	41.5	42.4	2.22	2.19	2.18	93.52	90.76	92.58
Hardware and tools.....	43.0	43.1	43.1	1.87	1.87	1.81	80.28	80.68	78.31
Heating and cooking appliances.....	41.0	40.0	41.1	1.90	1.89	1.85	77.71	75.54	75.92
Iron castings.....	41.3	42.3	42.3	2.13	2.13	2.06	88.18	90.18	87.32
Machinery, Industrial.....	41.8	42.1	42.1	2.10	2.11	2.04	87.87	88.66	86.00
Primary iron and steel.....	40.7	41.1	40.5	2.67	2.69	2.58	108.81	110.66	104.49
Sheet metal products.....	41.8	41.7	42.8	2.17	2.17	2.14	90.84	90.22	91.83
Wire and wire products.....	42.3	42.3	41.8	2.20	2.17	2.14	92.96	91.94	89.24
*Transportation equipment.....	41.3	42.6	41.4	2.29	2.31	2.20	94.67	98.28	91.19
Aircraft and parts.....	40.8	41.4	41.0	2.23	2.21	2.14	91.16	91.64	87.61
Motor vehicles.....	42.5	45.5	43.2	2.52	2.59	2.46	107.24	117.69	106.05
Motor vehicle parts and accessories.....	40.6	42.5	41.4	2.19	2.24	2.09	85.83	85.13	86.50
Railroad and rolling stock equipment.....	40.5	39.9	39.7	2.17	2.14	2.10	87.80	85.35	83.44
Shipbuilding and repairing.....	41.2	41.7	41.1	2.29	2.25	2.19	94.28	93.75	89.93
*Non-ferrous metal products.....	40.8	40.8	40.5	2.25	2.21	2.22	91.77	90.16	89.74
Aluminum products.....	41.3	41.4	41.5	2.01	2.00	1.93	83.01	83.01	79.90
Brass and copper products.....	41.5	41.3	40.9	2.10	2.09	2.03	87.25	86.44	82.90
Smelting and refining.....	40.3	40.4	40.0	2.53	2.46	2.51	101.90	99.37	100.18
*Electrical apparatus and supplies.....	40.8	40.6	41.1	1.95	1.95	1.91	79.55	79.07	78.36
Heavy electrical machinery and equipment.....	41.3	41.0	41.2	2.19	2.19	2.15	90.18	89.63	88.49
Telecommunication equipment.....	40.1	40.0	40.5	1.74	1.74	1.73	69.76	69.75	69.95
*Non-metallic mineral products.....	43.6	43.7	43.8	1.98	1.97	1.92	86.08	85.93	84.09
Clay products.....	42.8	42.8	43.1	1.79	1.79	1.72	76.51	76.79	74.25
Glass and glass products.....	41.0	41.4	41.2	2.00	1.98	1.92	82.03	82.11	78.98
Products of petroleum and coal.....	42.2	41.8	41.4	2.76	2.74	2.65	116.63	114.62	109.52
Petroleum refining and products.....	42.2	41.9	41.3	2.80	2.77	2.69	118.38	116.05	111.20
Chemical products.....	41.0	41.1	41.2	2.18	2.16	2.11	89.36	88.73	86.88
Medicinal and pharmaceutical preparations.....	40.0	39.6	40.2	1.70	1.69	1.64	68.09	66.81	65.78
Acids, alkalis and salts.....	40.6	40.3	40.5	2.51	2.50	2.41	101.96	100.88	97.86
Miscellaneous manufacturing industries.....	41.2	41.4	41.2	1.60	1.60	1.55	65.88	66.23	63.86
Professional and scientific equipment.....	40.2	40.5	40.5	1.94	1.95	1.85	78.17	78.86	75.07
Construction	41.9	41.3	42.0	2.11	2.13	2.04	88.42	88.04	85.66
Building and general engineering.....	40.4	40.7	40.9	2.32	2.32	2.23	93.82	94.49	91.44
Highways, bridges and streets.....	44.4	42.4	44.0	1.78	1.80	1.71	78.96	76.31	75.46
Electric and motor transportation	44.4	44.3	43.5	2.01	2.01	1.98	89.33	89.14	86.34
Service.....	35.0	38.1	38.6	1.13	1.14	1.09	43.04	43.56	42.04
Hotels and restaurants.....	37.6	37.6	38.2	1.09	1.10	1.05	40.89	41.50	40.07
Laundries and dry cleaning plants.....	40.1	40.8	40.5	1.08	1.08	1.05	43.45	44.08	42.47

*Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 652, July issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
August 1958.....	10,012	13,446	23,458	237,319	106,423	343,742
August 1959.....	16,741	18,466	35,207	172,417	96,074	268,491
August 1960.....	13,748	14,427	28,175	236,969	117,044	354,013
August 1961.....	14,963	17,850	32,813	216,245	104,695	320,940
August 1962.....	21,214	21,256	42,470	198,639	96,606	295,245
September 1962.....	20,197	20,658	40,855	188,844	97,890	286,734
October 1962.....	20,137	17,399	37,536	232,316	105,488	337,804
November 1962.....	22,077	19,204	41,281	328,801	127,955	456,756
December 1962.....	14,281	13,638	27,919	473,575	137,429	611,004
January 1963.....	13,419	12,532	25,951	579,205	163,880	743,085
February 1963.....	13,412	13,930	27,342	591,207	163,864	755,071
March 1963.....	16,085	16,459	32,544	584,889	158,307	743,196
April 1963.....	24,675	20,458	45,133	502,327	149,907	652,234
May 1963.....	22,865	21,723	44,588	341,869	130,084	471,953
June 1963.....	23,271	21,726	44,997	261,541	127,631	389,172
July 1963 ⁽¹⁾	22,483	19,210	41,693	241,040	122,354	363,394
August 1963 ⁽¹⁾	25,610	23,946	49,556	208,509	106,482	314,991

⁽¹⁾ Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING THE YEAR 1959-1962 AND DURING MONTH JULY 1962-JULY 1963

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1959 Year.....	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960 Year.....	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961 Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962 Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1962 July.....	251,079	114,963	97,147	56,863	85,399	49,523
1962 August.....	236,921	104,366	102,784	63,558	89,871	50,865
September.....	220,755	98,476	96,217	50,615	91,653	42,692
October.....	272,614	103,871	101,603	45,949	89,619	38,324
November.....	321,696	113,014	86,859	43,840	74,957	33,481
December.....	338,121	94,533	58,253	40,470	57,541	39,613
1963 January.....	331,104	111,102	56,086	35,963	46,669	28,117
February.....	211,442	75,073	47,295	31,852	39,378	23,755
March.....	209,852	73,346	54,427	35,090	42,942	24,990
April.....	210,392	81,258	77,524	39,149	58,986	26,378
May.....	215,307	90,643	100,832	45,049	88,778	32,272
June.....	210,727 ^r	96,469 ^r	77,847 ^r	43,687 ^r	67,482 ^r	34,041 ^r
July.....	235,602 ⁽¹⁾	110,746 ⁽¹⁾	86,824	50,519	73,561	41,398

⁽¹⁾ Preliminary subject to revision

^r Revised.

**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING
JULY 1963**

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from July 1962
Agriculture, Fishing, Trapping	14,608	10,307	24,915	-6,280
Forestry	2,930	39	2,969	- 330
Mining, Quarrying and Oil Wells	839	69	908	- 75
Metal Mining.....	453	11	464	- 137
Fuels.....	148	30	178	+ 55
Non-Metal Mining.....	146	2	148	+ 54
Quarrying, Clay and Sand Pits.....	35	3	38	- 49
Prospecting.....	57	23	80	+ 2
Manufacturing	13,856	9,382	23,238	-2,278
Foods and Beverages.....	2,692	3,888	6,580	+ 513
Tobacco and Tobacco Products.....	9	23	32	- 116
Rubber Products.....	94	54	148	- 24
Leather Products.....	103	223	326	- 167
Textile Products (except clothing).....	444	338	782	- 149
Clothing (textile and fur).....	312	1,749	2,061	- 432
Wood Products.....	1,878	240	2,118	- 266
Paper Products.....	1,221	324	1,545	+ 192
Printing, Publishing and Allied Industries.....	397	439	836	- 149
Iron and Steel Products.....	2,683	358	3,041	- 935
Transportation Equipment.....	1,545	220	1,765	- 223
Non-Ferrous Metal Products.....	611	159	770	- 135
Electrical Apparatus and Supplies.....	397	463	860	- 149
Non-Metallic Mineral Products.....	537	112	649	- 138
Products of Petroleum and Coal.....	92	11	103	+ 1
Chemical Products.....	396	290	686	+ 33
Miscellaneous Manufacturing Industries.....	445	491	936	- 134
Construction	12,102	253	12,355	-3,492
General Contractors.....	7,697	167	7,864	-2,958
Special Trade Contractors.....	4,405	86	4,491	- 534
Transportation, Storage and Communication	5,665	394	6,059	-2,660
Transportation.....	5,202	226	5,428	-2,407
Storage.....	359	66	425	- 117
Communication.....	104	102	206	- 136
Public Utility Operation	312	62	374	- 140
Trade	7,965	5,532	13,497	-1,457
Wholesale.....	3,470	1,791	5,261	- 445
Retail.....	4,495	3,741	8,236	-1,012
Finance, Insurance and Real Estate	537	1,059	1,596	- 196
Service	14,747	14,301	29,048	-3,055
Community or Public Service.....	775	1,224	1,999	- 465
Government Service.....	3,575	946	4,521	+ 96
Recreation Service.....	2,664	283	2,947	+ 105
Business Service.....	2,991	1,018	4,009	-1,155
Personal Service.....	4,742	10,830	15,572	-1,636
GRAND TOTAL	73,561	41,398	114,959	-19,963

NOTE: Revised figures for placements effected during June in the Agriculture, Fishing and Trapping industry group, published in the August issue, are as follows: Male 10,661, Female 6,202, Total 16,863. Change from June 1962 is +1,859.

**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX,
AS AT JULY 31, 1963⁽¹⁾**

(Source: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional & Managerial Workers.....	9,049	2,271	11,320
Clerical Workers.....	17,693	43,475	61,168
Sales Workers.....	7,287	14,467	21,754
Personal & Domestic Service Workers.....	26,548	21,689	48,237
Seamen.....	896	10	906
Agriculture, Fishing, Forestry (Ex. log.).....	5,718	967	6,685
Skilled and Semi-Skilled Workers.....	85,169	14,456	99,625
Food and kindred products (incl. tobacco).....	854	422	1,276
Textiles, clothing, etc.....	1,800	8,070	9,870
Lumber and lumber products.....	6,911	118	7,029
Pulp, paper (incl. printing).....	961	343	1,304
Leather and leather products.....	811	769	1,580
Stone, clay & glass products.....	218	31	249
Metalworking.....	12,642	1,236	13,878
Electrical.....	1,730	1,300	3,030
Transportation equipment.....	1,607	46	1,653
Mining.....	1,690	—	1,690
Construction.....	14,940	4	14,944
Transportation (except seamen).....	15,984	104	16,088
Communications & public utility.....	506	8	514
Trade and service.....	3,732	1,140	4,872
Other skilled and semi-skilled.....	14,447	643	15,090
Foremen.....	1,695	215	1,910
Apprentices.....	4,641	7	4,648
Unskilled Workers.....	88,675	25,015	113,690
Food and tobacco.....	3,321	6,193	9,514
Lumber & lumber products.....	5,888	328	6,216
Metalworking.....	3,927	485	4,412
Construction.....	33,565	—	33,565
Other unskilled workers.....	41,974	18,009	59,983
GRAND TOTAL.....	241,035	122,350	363,385

⁽¹⁾ Preliminary—subject to revision.

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,
AT JULY 31, 1963**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(a) July 31, 1963	Previous Year July 31, 1962		(a) July 31, 1963	Previous Year July 31, 1962
Newfoundland	8,157	7,691	Quebec—Concluded		
Corner Brook.....	1,214	2,441	Sorel.....	1,083	927
Grand Falls.....	591	625	Thetford Mines.....	1,342	1,001
St. John's.....	6,352	4,625	Trois-Rivières.....	3,556	3,492
Prince Edward Island	1,217	1,328	Val d'Or.....	1,530	1,282
Charlottetown.....	540	700	Valleyfield.....	2,026	1,386
Summerside.....	677	628	Victoriaville.....	1,374	1,191
Nova Scotia	12,318	13,181	Ville St. Georges.....	1,162	1,230
Amherst.....	545	640	Ontario	127,555	117,216
Bridgewater.....	459	561	Arnprior.....	206	188
Halifax.....	4,060	3,977	Barrie.....	832	940
Inverness.....	223	267	Belleville.....	1,393	1,014
Kentville.....	1,039	1,045	Brampton.....	274	379
Liverpool.....	190	332	Bracebridge.....	1,635	1,091
New Glasgow.....	1,523	1,500	Brantford.....	1,674	1,596
Sydney.....	444	548	Brookville.....	306	427
Sydney Mines.....	1,856	2,380	Carleton Place.....	268	162
Tara.....	565	668	Chatham.....	2,430	2,380
Yarmouth.....	816	720	Cobourg.....	766	882
	568	543	Collingwood.....	617	380
New Brunswick	11,416	11,079	Cornwall.....	1,482	1,767
Bathurst.....	890	835	Elliot Lake.....	306	309
Campbellton.....	797	844	Fort Erie.....	492	338
Edmundston.....	634	773	Fort Frances.....	180	241
Fredericton.....	1,199	1,218	Fort William.....	1,203	1,145
Minto.....	234	455	Galt.....	829	839
Moncton ^(a)	2,902	2,555	Gananoque.....	126	154
Newcastle.....	887	917	Goderich.....	213	267
Saint John.....	2,711	2,525	Guelp.....	1,094	1,129
St. Stephen.....	475	324	Hamilton.....	8,723	7,980
Sussex.....	275	190	Hawkesbury.....	340	280
Woodstock.....	412	443	Kapuskasing.....	643	640
			Kenora.....	356	353
Quebec	121,222	109,770	Kingston.....	1,339	1,592
Alma.....	1,568	1,807	Kirkland Lake.....	618	485
Asbestos.....	291	290	Kitchener.....	2,246	2,014
Baie Comte.....	391	430	Leamington.....	972	651
Beauharnois.....	1,178	906	Lindsay.....	698	739
Buckingham.....	490	407	Listowel.....	184	173
Causapscal.....	548	751	London.....	3,493	3,270
Chandler.....	977	1,136	Long Branch.....	3,016	2,599
Cluontim.....	2,101	1,870	Midland.....	437	382
Cowansville.....	324	275	Napawee.....	259	229
Dolbeau.....	942	735	New Liskeard.....	316	354
Drummondville.....	1,375	1,425	Newmarket.....	983	1,202
Farnham.....	326	326	Niagara Falls.....	1,199	1,222
Forestville.....	229	299	North Bay.....	684	681
Gaspé.....	689	701	Oakville.....	665	497
Granby.....	1,590	1,696	Orillia.....	618	449
Hull.....	2,043	1,600	Oshawa.....	10,850	8,597
Joliette.....	3,045	2,587	Ottawa.....	4,555	3,765
Jonquière.....	2,200	2,151	Owen Sound.....	908	813
Lachute.....	417	428	Parry Sound.....	160	294
Lac Mégantic.....	435	386	Pembroke.....	801	908
La Malbaie.....	606	526	Perth.....	327	338
La Tuque.....	562	692	Peterborough.....	1,894	2,084
Lévis.....	1,611	1,496	Picton.....	127	125
Louiseville.....	740	703	Port Arthur.....	1,267	1,250
Magog.....	429	475	Port Colborne.....	517	524
Maniwaki.....	356	274	Prescott.....	437	376
Matane.....	633	999	Renfrew.....	341	219
Mont-Laurier.....	400	431	St. Catharines.....	4,813	4,438
Montmagny.....	762	785	St. Thomas.....	657	731
Montréal.....	50,541	42,052	Sarnia.....	1,549	1,360
New Richmond.....	542	465	Sault Ste. Marie.....	1,564	1,217
Port Alfred.....	653	599	Simcoe.....	1,598	1,913
Québec.....	8,851	9,227	Sioux Lookout.....		109
Rimouski.....	1,267	1,682	Smiths Falls.....	248	342
Rivière du Loup.....	1,511	1,715	Stratford.....	465	576
Roberval.....	1,019	1,274	Sturgeon Falls.....	432	477
Rouyn.....	1,981	1,646	Sudbury.....	3,805	1,790
Ste. Agathe des Monts.....	241	218	Silsburg.....	725	849
St. Anne de Bellevue.....	673	541	Timmins.....	1,230	1,113
St. Thérèse.....	1,700	1,422	Toronto.....	28,424	25,637
St. Hyacinthe.....	1,220	1,410	Trenton.....	647	587
St. Jean.....	2,326	1,978	Walkerton.....	312	429
St. Jérôme.....	1,554	1,009	Wallaceburg.....	610	573
Sept-Îles.....	1,133	1,088	Welland.....	1,913	1,493
Shawinigan.....	2,849	2,686	Weston.....	2,876	2,573
Sherbrooke.....	3,878	3,662	Windsor.....	8,875	9,424
			Woodstock.....	573	572

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,
AT JULY 31, 1963**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) July 31, 1963	Previous Year July 31, 1962		(1) July 31, 1963	Previous Year July 31, 1962
Manitoba	15,035	12,817	British Columbia	38,756	37,292
Brandon.....	808	956	Chilliwack.....	616	710
Dauphin.....	464	461	Courtenay.....	504	779
Flin Flon.....	141	129	Cranbrook.....	500	562
Portage la Prairie.....	465	515	Dawson Creek.....	971	909
The Pas.....	184	209	Duncan.....	515	831
Winnipeg ⁽¹⁾	12,973	10,547	Kamloops.....	792	726
Saskatchewan	8,349	8,616	Kelowna.....	633	496
Estevan.....	119	151	Kitimat.....	84	83
Lloydminster.....	112	126	Mission City.....	521	658
Moose Jaw.....	653	624	Nanaimo.....	653	895
North Battleford.....	556	433	Nelson.....	438	410
Prince Albert.....	1,267	973	New Westminster.....	5,355	5,821
Regina.....	2,808	2,528	Penticton.....	745	735
Saskatoon.....	1,916	2,537	Port Alberni.....	551	580
Swift Current.....	217	323	Prince George.....	1,032	989
Weyburn.....	110	147	Prince Rupert.....	662	484
Yorkton.....	591	774	Princeton.....	277	234
Alberta	19,369	18,869	Quesnel.....	461	576
Blairmore.....	261	303	Trail.....	529	452
Calgary.....	6,103	5,816	Vancouver.....	19,061	16,819
Drumheller.....	219	295	Vernon.....	700	834
Edmonton.....	9,290	9,078	Victoria.....	2,873	2,449
Edson.....	168	352	Whitehorse.....	283	260
Grande Prairie.....	707	592	Canada	363,394	337,859
Lethbridge.....	1,064	1,129	Males.....	241,040	224,452
Medicine Hat.....	735	587	Females.....	122,354	113,407
Red Deer.....	822	717			

(1) Preliminary subject to revision.

(2) Includes 268 registrations reported by the Magdalen Islands local office.

(3) Winnipeg includes Sioux Lookout as of November 1, 1962.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 856.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

End of:	Total	Employed	Claimants
1963—May.....	3,963,000	3,692,100	270,900
April.....	4,149,000	3,583,100	565,900
March.....	4,223,000	3,537,700	685,300
February.....	4,246,000	3,525,500	720,500
January.....	4,241,000	3,537,900	703,100
1962—December.....	4,212,000	3,620,000	592,000
November.....	4,094,000	3,719,800	374,200
October.....	3,991,000	3,746,900	244,100
September.....	3,977,000	3,779,200	197,800
August.....	3,995,000	3,796,300	198,700
July.....	3,976,000	3,764,000	212,000
June.....	3,954,000	3,739,700	214,300
May.....	3,889,000	3,625,100	263,900

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE,
JUNE 1963**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	2,008	1,480	528	1,959	920	1,039	960
Prince Edward Island.....	304	198	106	273	192	81	113
Nova Scotia.....	3,544	2,666	878	3,028	2,057	971	1,425
New Brunswick.....	2,607	1,764	843	2,875	1,981	894	767
Quebec.....	27,136	17,283	9,853	28,015	19,314	8,701	10,503
Ontario.....	29,729	18,721	11,008	29,850	20,158	9,692	10,519
Manitoba.....	2,804	1,993	811	2,948	1,986	962	990
Saskatchewan.....	1,290	923	367	1,353	857	496	477
Alberta.....	3,925	2,631	1,294	4,016	2,694	1,322	1,782
British Columbia (incl. Yukon Territory).....	9,455	5,959	3,496	9,985	6,462	3,523	2,553
Total, Canada, June 1963.....	82,802	53,618	29,184	84,302	56,601	27,701	30,089
Total, Canada, May 1963.....	122,911	85,696	37,215	137,289	106,845	30,444	31,589
Total, Canada, June 1962.....	93,484	59,216	34,268	97,652	65,781	31,871	27,216

* In addition, revised claims received numbered 31,169.

† In addition, 32,212 revised claims were disposed of. Of these, 2,821 were special requests not granted and 2,136 appeals by claimants. There were 8,298 revised claims pending at the end of the month.

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, JUNE 28, 1963

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Percentage Postal	June 29, 1962 total claimants
		1-4	5-13	14-26	27 or more*		
CANADA.....	220,260	82,426	62,749	47,631	27,454	31.6	214,311
MALE.....	142,117	55,592	40,781	28,980	16,764	33.5	136,524
FEMALE.....	78,143	26,834	21,968	18,651	10,690	28.1	77,787
Newfoundland.....	6,235	1,737	1,630	2,058	810	68.1	6,678
Male.....	5,319	1,460	1,412	1,752	695	70.8	5,633
Female.....	916	277	218	306	115	52.6	1,045
Prince Edward Island.....	805	297	221	173	114	60.1	749
Male.....	491	163	159	111	58	66.2	466
Female.....	314	134	62	62	56	50.6	283
Nova Scotia.....	11,307	3,702	3,463	2,538	1,604	37.9	10,181
Male.....	8,578	2,941	2,751	1,789	1,097	36.8	7,582
Female.....	2,729	761	712	749	507	41.4	2,599
New Brunswick.....	9,295	2,453	3,651	2,000	1,191	49.6	8,568
Male.....	6,786	1,807	3,032	1,275	672	50.5	6,185
Female.....	2,509	646	619	725	519	47.0	2,383
Quebec.....	69,712	27,128	20,479	14,109	7,996	29.2	66,079
Male.....	47,239	18,925	13,721	9,647	4,946	30.9	43,579
Female.....	22,473	8,203	6,758	4,462	3,050	25.6	22,500
Ontario.....	71,046	28,677	19,244	13,647	9,478	23.7	71,161
Male.....	41,055	17,761	10,673	7,216	5,405	23.5	40,914
Female.....	29,991	10,916	8,571	6,431	4,073	23.9	30,247
Manitoba.....	10,803	4,045	2,876	3,262	620	28.7	9,890
Male.....	7,002	2,813	1,862	1,996	331	24.7	6,168
Female.....	3,801	1,232	1,014	1,266	289	36.1	3,722
Saskatchewan.....	4,535	1,290	1,209	1,243	793	43.1	5,010
Male.....	2,457	636	734	574	513	48.0	2,861
Female.....	2,078	654	475	669	280	37.3	2,149
Alberta.....	12,089	3,651	3,626	3,504	1,308	63.1	11,983
Male.....	8,162	2,611	2,497	2,240	814	67.7	7,928
Female.....	3,927	1,040	1,129	1,264	494	53.6	4,055
British Columbia.....	24,433	9,446	6,350	5,097	3,540	25.0	24,012
Male.....	15,028	6,475	3,940	2,380	2,233	28.1	15,208
Female.....	9,405	2,971	2,410	2,717	1,307	19.9	8,804

* The bulk of the cases in this group were on claim from 27-39 weeks.

Note: Values less than 50 subject to relatively large sampling variability.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, JUNE 1963

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	20,527	472,494
Prince Edward Island.....	2,772	55,286
Nova Scotia.....	35,135	775,591
New Brunswick.....	30,902	699,580
Quebec.....	217,013	5,254,471
Ontario.....	213,626	5,000,344
Manitoba.....	30,855	718,058
Saskatchewan.....	15,702	357,779
Alberta.....	37,968	939,939
British Columbia (including Yukon Territory).....	70,763	1,713,352
Total, Canada, June 1963.....	675,263	15,986,894
Total, Canada, May 1963.....	1,705,628	41,146,612
Total, Canada, June 1962.....	797,975	18,709,179

* "Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

Technical Note to "E" Tables

Under the Unemployment Insurance Act contact between the claimant and the Unemployment Insurance Commission is made through a network of local offices. The statistics in Tables E-2 to E-4 relate mainly to local office claim operations.

Upon separation from employment, a person wishing to file a claim for benefit applies to the nearest local office of the Commission in person or by mail. An application for employment is taken by the Employment Branch of the local office and, if a suitable vacancy exists, a referral is made. If suitable employment is not available, a claim for benefit is taken by the Insurance Branch.

If the person applying for benefit has had no previous entitlement established, an initial claim will be taken and entitlement computed, otherwise a renewal claim will be filed. Initial and renewal claims thus constitute an advance notice by a claimant that he wishes to draw benefit. In some cases where employment is found immediately, however, the claimant may not return to prove unemployment.

The total of initial and renewal claims (Table E-3) thus approximates the number of new separations from insured employment during a month. To the extent that an initial claim is taken from a person who has exhausted his benefit and seeks re-establishment of further credits, the total would, however, constitute an overstatement of the volume of new separations.

Claims in the category "entitled to benefit" include initial claims established on which no disqualification was imposed, and renewal claims allowed, no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and, in addition, disqualifica-

tions imposed on either initial or renewal claims. Claims not completely processed at the end of a month are shown as pending.

Claimants are required to report weekly, except postal claimants, who may report every two weeks. Data on claimants currently reporting to local offices are obtained from a count of individual unemployment registers in the current file at the month-end (Table E-2). Once a claim is taken, the document on which the record of current activity is maintained is placed in the current file and becomes dormant only after the scheduled reporting pattern has been broken twice in succession. The count of weeks of proved insured unemployment is begun again simultaneously with a new renewal claim and with initial claims, except those representing re-computation of additional credits. In these latter cases, the count is cumulated from the claim taken at the time the employment terminated.

Information on payments (Table E-4) is provided by Treasury offices of the Unemployment Insurance Commission and relates to payments made during a month. In some cases, however, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks of unemployment.

Estimates of the insured population (Table E-1) are based on a count of persons either working in insured employment or on claim at June 1 each year. Monthly estimates are based on the June count of persons employed projected, by industry, using employment indexes from *Employment and Payrolls* (Employment Section, Labour Division, D.B.S.). To these employment data are added the number of claimants reported at month end, as described above.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	151.8	145.6	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1962—August.....	131.4	128.4	135.1	112.7	140.8	158.2	147.8	118.0
September.....	131.0	126.8	135.2	113.3	140.3	158.2	147.6	118.0
October.....	131.5	127.2	135.4	115.6	139.9	160.0	147.8	118.0
November.....	131.9	127.7	135.6	116.0	140.6	159.8	148.2	117.8
December.....	131.9	127.8	135.7	115.8	140.2	159.8	148.2	117.8
1963—January.....	132.0	129.0	135.9	114.7	139.8	159.8	148.6	117.8
February.....	132.1	129.4	135.9	114.8	139.6	159.9	148.6	118.0
March.....	132.1	128.9	136.0	115.6	139.6	159.9	148.6	118.0
April.....	132.3	128.9	136.0	115.7	139.2	162.1	148.0	117.9
May.....	132.3	128.3	136.0	115.6	140.6	162.6	148.8	117.8
June.....	132.8	129.7	136.0	116.0	140.3	162.7	149.3	117.8
July.....	133.5	132.5	135.9	115.7	140.7	162.6	148.8	118.2
August.....	133.9	133.2	136.3	115.9	141.0	162.8	148.8	118.1

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JULY 1963

(1949 = 100)

—	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	July 1962	June 1963	July 1963							
① St. John's, Nfld.	117.3	120.0	120.9	119.0	115.5	112.5	123.6	156.7	154.1	101.1
Halifax.....	130.3	132.0	132.0	128.9	133.0	125.9	138.7	163.2	165.7	124.5
Saint John.....	131.8	134.1	134.0	132.2	131.1	123.9	145.3	187.2	154.1	124.5
Montreal.....	131.1	132.8	133.4	138.3	134.8	107.5	159.8	189.3	143.4	118.7
Ottawa.....	131.9	133.8	134.5	133.3	137.0	120.3	152.8	169.1	143.0	123.9
Toronto.....	132.6	134.6	135.5	131.9	139.9	121.5	135.4	159.5	185.6	122.3
Winnipeg.....	129.5	130.1	130.9	131.5	128.1	120.8	134.3	174.8	139.5	125.5
Saskatoon-Regina..	127.9	128.4	129.0	129.4	127.0	129.1	134.6	145.4	147.1	119.5
Edmonton-Calgary	126.4	127.6	127.8	125.9	126.8	124.5	129.3	164.1	145.7	119.5
Vancouver.....	129.8	131.8	132.3	132.6	134.4	119.8	139.8	150.6	148.8	120.9

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

① St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine men-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 103, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1958-1963

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimate Working Time
1958.....	251	259	111,475	2,816,850	0.25
1959.....	201	216	95,120	2,226,890	0.19
1960.....	268	274	49,408	738,700	0.06
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1962: July.....	26	48	16,867	133,580	0.12
August.....	37	57	11,565	74,380	0.06
September.....	23	47	10,509	121,930	0.12
October.....	22	44	10,031	121,230	0.11
November.....	29	47	9,525	75,270	0.06
December.....	14	28	3,565	55,110	0.05
*1963: January.....	9	24	4,559	79,780	0.07
February.....	22	37	7,002	75,280	0.07
March.....	18	32	5,207	34,080	0.03
April.....	25	42	8,562	47,180	0.05
May.....	28	44	6,214	30,300	0.02
June.....	40	63	7,302	78,400	0.07
July.....	27	61	17,101	181,030	0.15

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, JULY 1963, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....			
Mines.....	4	1,008	14,410
Manufacturing.....	27	6,409	72,920
Construction.....	18	6,866	85,910
Transpn. & utilities.....	6	2,673	6,710
Trade.....	5	139	1,060
Finance.....			
Service.....	1	6	20
Public administration.....			
All industries.....	61	17,101	181,030

TABLE G-3—STRIKES AND LOCKOUTS, JULY 1963, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	2	93	1,070
Prince Edward Island.....			
Nova Scotia.....			
New Brunswick.....			
Quebec.....	8	1,636	23,240
Ontario.....	39	7,870	97,780
Manitoba.....			
Saskatchewan.....	2	253	1,710
Alberta.....	2	265	2,690
British Columbia.....	4	4,693	51,230
Federal.....	4	2,291	3,310
All jurisdictions.....	61	17,101	181,030

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY 1963

(Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date Termination Date	Major Issues Results
			July	Accu- mulated		
MINES <i>Metal</i> Solbec Copper Mines, Stratford Centre, Que.	Steelworkers Loc. 6256 (AFL-CIO/CLC)	175	3,100	18,890	Mar. 1 July 26	Wages, union security, other benefits in first agreement~ 11¢ an hr. increase immedi- ately, 4¢ July 23, 1964.
East Malartic Mines and Barnat Mines, Norrie, Que.	Steelworkers Loc. 4796 (AFL-CIO/CLC)	720	8,860	8,860	July 3 July 22	Wages, check-off, pension fund study, union security, seniority~Wage increases, granting of check-off, forma- tion of committee to study wages, insurance, and wel- fare benefits.
MANUFACTURING <i>Food and Beverages</i> David & Frere, Montreal, Que.	Commerce Employees Federation (CNTU)	529	7,410	12,170	June 17 July 22	Wages, hours~5¢ an hr. in- crease retroactive to May 23, 1962, 3¢ an hr. on basic rate from July 19, 1963, 7¢ from May 25, 1964; hours of work to be studied.
Fisheries Association of B.C., B.C. coast.	United Fishermen (Ind.)	4,600	49,200	49,200	July 17	Wages, other benefits~
<i>Metal Fabricating</i> Hart & Cooley Ltd., Fort Erie, Ont.	Steelworkers Loc. 3952 (AFL-CIO/CLC)	105	1,400	4,240	May 22 July 22	Wages, modified incentive bonus plan~3¢ an hr. increase on day rate, 2¢ an hr. on in- centive bonus.
<i>Transportation Equipment</i> Northwest Industries, Edmonton, Cold Lake, Nanaimo, Alta.	Machinists Loc. 1579 (AFL-CIO/CLC)	275	2,530	7,950	May 31 July 16	Wages, seniority rights~3¢ an hr. increase Dec. 1, 1962, 2¢ July 1, 1963, 3¢ Dec. 1, 1963 and 2¢ July 1, 1964; com- pany's seniority practice to be written into agreement.
<i>Non-Metallic Mineral Products</i> Domtar Construction Materials, Cooksville, Ont.	Brick and Clay Workers Loc. 668 (AFL-CIO/CLC)	240	1,440	1,440	July 24	Wages~
CONSTRUCTION Toronto & District Marble, Tile & Terrazzo Con- tractors' Assoc., Toronto, Ont.	Bricklayers Loc. 31 (AFL- CIO/CLC), Terrazzo Workers' Helpers Loc. 56 (AFL-CIO)	556 (200)	12,230	21,820	May 31	Wages, retention of present system of hiring~
Toronto and District Trade Contractors' Assoc., Toronto, Ont.	Plasterers Loc. 117 (AFL-CIO/CLC)	253	1,270	5,570	June 6 July 9	Wages~10¢ an hr. immedi- ately, 10¢ Jan. 1, 1964, 10¢ May 1, 1964; 2% increase on holiday pay.
Kingston Builders' Exchange, Kingston and area, Ont.	Several construction unions	400	1,600	8,000	June 7 July 8	Wages in new agreement~ Wage increases.
Several general contractors, Ottawa, Ont.	Bricklayers Loc. 7 (AFL-CIO/CLC)	330	2,050	5,350	June 17 July 11	Wages, hiring of non-union workers by sub-contractors ~10¢ an hr. increase immedi- ately, 10¢ Nov. 1963, and 5¢ May 1964; preference sug- gested to union labour on sub-contracts.
Poole Construction, Saskatoon, Sask.	Labourers Loc. 890 (AFL-CIO/CLC)	150	1,350	1,950	June 25 July 15	Non-union sub-contractor~ Injunction issued, return of workers.
Canadian Bechtel, Capreol, Ont.	Plumbers Loc. 800 (AFL-CIO/CLC)	176	360	360	July 2 July 5	Jurisdictional dispute~Ret- urn of workers pending set- tlement.
Ontario Hydro Electric, Douglas Point, Ont.	Various unions	325 (33)	980	980	July 4 July 9	Prolonged negotiations, working conditions~Return of workers, referral to con- ciliation.

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY 1963

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Results
			July	Accu- mulated		
Toronto & District Builders' Exchange Toronto and area, Ont.	Carpenters various locals (AFL-CIO/CLC)	4,200	63,000	63,000	July 8 July 29	Wages~15¢ an hr. immediately, 5¢ an hr. plus 5¢ welfare May 1, 1964; 8¢ Dec. 1, 1964; older workers to be hired in ratio of one in eight hirings.
Hamilton Builders' Exchange, Hamilton, Ont.	Sheet Metal Workers Loc. 568 (AFL-CIO/CLC)	100	1,500	1,500	July 11	Wage rates for third class roofers~
Several plumbing contractors, Kitchener area, Ont.	Plumbers Loc. 527 (AFL-CIO/CLC)	150	300	300	July 19 July 23	Wages~Wage increase of 35¢ an hr.
TRANSP. & UTILITIES <i>Transportation</i> Several automobile dealers, Toronto, Ont.	Teamsters Loc. 847 (AFL-CIO/CLC)	132	2,900	23,840	Feb. 6	Union security, voluntary dues check-off~
Shipping Federation of B.C., Vancouver, New Westminster, Port Moody, B.C.	Longshoremen and Warehousemen various locals (CLC)	1,700	1,700	1,700	July 19 July 20	Wages, other benefits~Return of workers, negotiations to continue.
Various stevedoring firms, Toronto, Ont.	I.L.A. Loc. 1842 (AFL-CIO/CLC)	500	1,500	1,500	July 23 July 26	Intra-union dispute over election of business agent~Election settled, return of workers.
<i>Power, Gas and Water</i> Ontario Hydro (Richard Hearn Generating Station), Toronto, Ont.	Canadian Operating Engineers Loc. 101 (Ind.)	250	500	500	July 14 July 16	Demotion of two employees ~Return of workers, grievances to be negotiated.
TRADE Loblaw Groceries, Regina, Saskatoon and Moose Jaw, Sask.	Retail Clerks Loc. 244 (AFL-CIO/CLC)	103	360	360	July 26	Wages, fringe benefits~

Figures in parentheses indicate the number of workers indirectly affected.



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(Continued on page three of cover)

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Winter House Building Incentive Program

Department's Special Services Branch administers new program that provides \$500 cash incentive to encourage house building during four winter months, December 1, 1963 to March 31, 1964

Under the new Winter House Building Incentive Program, the federal Government provides through the Department of Labour a direct payment of \$500 in cash to the owner-builder or the first purchaser of a house on which the major part of the construction is completed during the period from December 1, 1963 to March 31, 1964.

The \$500 payment applies to single houses, and to each unit in multiple residential buildings of not more than four units, built solely for year-round residential use within the above-mentioned specified time limits. A four-unit building, for example, qualifies for an incentive payment of \$2,000.

The recipient of a cash payment for eligible house construction projects can use the money as he wishes. Payment of the incentive will be made to a person who has an eligible housing unit built by a contractor, builds it himself or acts as his own contractor, or is the first purchaser of an eligible house built by a merchant builder.

To be eligible under the program, a house must be built between December 1, 1963 and March 31, 1964. Construction may proceed to the first-floor joist stage before December 1, and outside painting, walks, driveways and landscaping may be completed after March 31.

Dwellings have to meet the normal standards of adequate housing and comply with local bylaws.

The Incentive Program is intended to stimulate winter employment in the building industry and at the same time increase employment in the industries and trades supplying building materials.

To Obtain Incentive

To obtain the incentive, a person must first make application to the Special Services Branch, Department of Labour, for a certification as a winter-built home. The Branch will arrange to have the site inspected. This first inspection will be to see that the building has not advanced beyond the first-floor joist stage, or the equivalent, before December 1.

If work on the house is to begin before December 1, the application must be made no later than November 10. Work that begins after December 1 must not proceed

before the first-floor joist stage until it has been inspected; the application should be made at least 15 days before the date the inspection is wanted.

A final inspection will be made on or before March 31 to ensure that the building has been completed and that it meets the requirements of the program.

The conditions of eligibility for the winter house-building incentive, which are given on the back of the application for certification, specify that:

—Eligibility is limited to single detached dwellings and to multiple-dwelling-unit structures containing not more than four self-contained units, which must be built solely for year-round residential use.

—Each dwelling unit must consist of four or more rooms and contain adequate heating and sanitary facilities, as well as adequate space for cooking, eating, living and sleeping.

—Electrical facilities, where available, and a means for heating water for domestic use must be provided. Sanitary facilities must be separate from all other space and must include an adequate means of water supply and sewage disposal.

—Multi-unit residential structures must have, for each unit, a separate exit to the exterior or to a common hallway leading to the exterior, and facilities similar to those specified for single dwellings.

—The general standard of construction must be at least equivalent to that of Part 9 (Housing) of the National Building Code of Canada, and the dwelling must comply with local municipal bylaws and provincial legislation.

When a house has been completed and certified as a winter-built house, the person who wants to receive the incentive must apply to the Special Services Branch. The Branch will supply a form that will provide for a declaration to the effect that the applicant is the first owner of the building. When the form is returned the payment will be made promptly.

Application forms may be obtained from any local National Employment Service; Post Office (where there is no NES office); Central Mortgage and Housing Corporation offices; or directly from the Special Services Branch, Department of Labour, Ottawa 4.

50 Years Ago This Month

Amendment of Canadian immigration laws to prevent evasion urged at annual convention of Trades and Labour Congress

A greater influx than ever before of tradesmen, such as mechanics and clerks, for whom there was least opportunity had coincided with a falling off in employment, the Executive Council of the Trades and Labour Congress of Canada told the 29th annual Convention of the Congress, held in Montreal on September 22-27, 1913. The LABOUR GAZETTE of October 1913 published a lengthy report of the convention.

The Council asserted that there was evidence that Canadian immigration laws had been evaded and laxly administered, and it urged that the laws be amended to prevent such evasion or misrepresentation.

The TLC had distributed throughout the British Isles and the continent of Europe a circular describing conditions in Canada, the Council recalled, and the appearance of this circular had led the Dominion Government to issue an order to its agents in Europe discouraging the immigration of mechanics.

The credentials committee reported that 339 accredited delegates were at the meeting: 262 delegates from 156 local unions, 49 representing 26 Trades and Labour Councils, 24 representing a like number of international organizations, one delegate each from the British Columbia Federation of Labour and the Alberta Federation of Labour, and two fraternal delegates, from the American Federation of Labor and from the British Trades Union Congress.

Owing to the large number of French-speaking delegates present, which made it necessary to conduct the business of the meeting in French as well as English, a translator was appointed.

The Executive Council said that in April 1913 an application from the Canadian membership of the Amalgamated Society of Carpenters and Joiners for affiliation with the Congress had been refused, the reason given being that the Congress could not continue to have in affiliation any organization that was not recognized by the American Federation of Labor. (The Amalgamated Society had previously been affiliated with the AFL but, owing to its failure to amalgamate with the United Brotherhood of Carpenters and Joiners, its charter had been revoked.)

"Under the heading of Armaments, the Executive stated that the education of the workers in the real reasons for big armies and navies is having a wonderful effect towards the peace of the world, as far as international wars are concerned, and referred to the sensational charges which had been made as to the methods of armament manufacturers to secure business," the GAZETTE said.

The resolutions committee reported favourably on a resolution opposing union men's joining the militia. In view of "the way in which the militia were being used in Vancouver Island to coerce the workers into submitting to the conditions imposed on them by the mine owners," the resolution asked the Congress to place itself on record "as being opposed to union men joining the militia," and approved the action of certain international unions which forbid members to be connected with the militia.

A resolution asking for the repeal of the Industrial Disputes Investigation Act was recommended for adoption by the resolutions committee and was passed by the convention. But, the GAZETTE's report continued, "The Secretary-Treasurer of Congress a moment later asked that the resolution be again taken up, which request was adopted without dissent. The Secretary stated that it was apparent that there was no possibility of having the law repealed, as many labour organizations were in favour of its retention, one of which was the Order of Railroad Telegraphers, which had withdrawn its affiliation from the Congress owing to the stand taken in regard to this statute.

"In view of the statement of the Secretary, the chairman of the resolutions committee moved an amendment to change the resolution so as to ask for the amendment of the Act instead of repeal."

The Vice-President pointed out that the Executive Council, acting on instructions given by two previous conventions, had asked the Government to amend the law; and he said that he could not see the wisdom of asking for the repeal of a law that had been of service to some branches of the organized labour movement. He then moved an amendment to the amendment to the effect that the action of the two earlier conventions should be re-affirmed, and his motion was adopted.

35 Designated Areas Qualify for Federal Assistance

Thirty-five designated areas across Canada that have qualified for special measures of federal Government assistance in economic or industrial development were listed last month in a joint announcement by the Minister of Industry and the Minister of Labour.

The areas have been so designated because they are experiencing high levels of unemployment and slow rates of growth. The list includes most of the localities designated as eligible for assistance under the former special capital cost allowance program. A number of new areas have been added.

In making the announcement, the Ministers referred to the formation of the Area Development Agency of the Department of Industry, which is designed to help in the economic development of the designated areas. The agency will work in close collaboration with other federal agencies, with provincial and municipal authorities, and with industrial and commercial interests in dealing with such areas.

In examining the various areas into which the country has been divided, the help of the National Employment Service has been enlisted, the announcement said. All NES areas will be reviewed each year by the Department of Labour, and the addition of new areas and the removal of ones that have ceased to qualify will be announced by that department.

The programs designed to stimulate employment in the designated areas that have so far been announced include: proposed new and important tax concessions to manufacturing and processing industries as an inducement to set up in such areas, the expediting of government construction projects for the coming winter, and an increase in the incentive payments for projects approved under the Municipal Winter Works Incentive Program.

Three tax incentives proposed for the designated areas are: a three-year exemption from income tax for new enterprises; accelerated capital cost allowances on new machinery and equipment acquired for use in certified new manufacturing and processing enterprises, at the rate of 50 per cent on a straight line basis, instead of the usual 20 per cent on a diminishing balance basis; and an accelerated capital cost allowance on new buildings acquired in designated areas, at the rate of 20 per cent on a straight line basis, instead of the normal 5 per cent

on a diminishing balance basis for most buildings.

The conditions under which a National Employment Service area may qualify as a designated area, according to the announcement, are one or other of the following:

It must have been classified by the Department of Labour as a labour surplus area for at least half of the months May to October during the past eight years, and must have experienced a growth in the volume of employment less than half the national average during the same period, *or*

It must have been classified as a labour surplus area for a third of the months May to October during the past eight years, and must have suffered a *decrease* in employment during the same period, *or*

It must have been classified as a labour surplus area for at least half the months May to October during the past eight years, and must have suffered a *decrease* in employment in *each* of the past three years.

Another provision, however, prevents an area from being designated under certain stated conditions which are considered to show that unemployment in the area is diminishing satisfactorily.

The areas now classified as "designated" comprise one in Newfoundland, seven in Nova Scotia, five in New Brunswick, thirteen in Quebec, eight in Ontario, and one in Alberta.

The 35 designated areas: Corner Brook, Nfld.; New Glasgow, Sydney, Sydney Mines, Amherst, Springhill, Inverness, and Liverpool, N.S.; Campbellton, Minto, St. Stephen, Sussex, and Woodstock, N.B.; Rouyn, Shawinigan, Mont Laurier, La Tuque, St. Jean, Dolbeau, Jonquiere, Port Alfred, Louiseville, Causapsal, Matane, La Malbaie, and Val d'Or, Que.; Brantford, Cornwall, Windsor, Pembroke, Timmins, Wallaceberg, Elliot Lake, and Chatham, Ont.; and Blairmore, Alta.

C.A.A.L.L. Honours Elliott Wilson

W. Elliott Wilson, Q.C., Chairman of the Manitoba Workmen's Compensation Board and a former deputy minister of labour of the province, was named an honorary president of the Canadian Association of Administrators of Labour Legislation at its 22nd annual conference. Before assuming his present position in 1962, Mr. Wilson took an active part in the work of the C.A.A.L.L., serving two terms as president.

OECD Examiners Review State of Canada's Technical Manpower

Under the auspices of the Committee for Scientific and Technical Personnel of the Organization for Economic Co-operation and Development (OECD), a five-man review team visited Canada last month. The Department of Labour convened a one-day special meeting of the Advisory Committee on Professional Manpower to meet the team.

A program for the periodic review of the scientific and technical manpower problems of individual OECD member countries was begun in 1958. The purpose of the review program is to assist the national authorities of the country reviewed to assess the size and nature of its future technological manpower needs, and to provide a forum for discussion with experts from other OECD member countries of the policies and practices that seem to be necessary to meet these needs.

There are three stages to a review. First, data is collected and a "briefing paper" is prepared. Then, an examination is made by two or more distinguished "examiners" (not citizens of the country under review), who visit the country to make observations and hold discussions with government authorities, legislators, educators, and prominent scientists and engineers. The examiners' report forms the basis for a "confronta-

tion meeting," at which representatives of the country reviewed discuss with the examiners and with members of the Committee for Scientific and Technical Personnel the critical observations and recommendations put forward in the report.

A report summarizing the discussions at the confrontation meeting is later published.

In the words of George L. Payne of the OECD Secretariat, the first stage of the review "points up the need but does not supply the answer. The second round gives more analysis, at greater depth and over a more limited area, in order to answer the question the first stage was not able to answer: what is the country's balance sheet of needs and supplies of scientific and technical personnel?"

Other members of the review team in addition to Mr. Payne were: Roger Grégoire, formerly Director of the European Productivity Agency and now a consultant in the Development Department of OECD; Dr. Ralph W. Tyler, Director, Center for Advanced Study in the Behavioral Sciences, Stanford University; Dr. G. Norman Burkhardt, F.R.I.C., Assistant to the Vice-Chancellor, University of Manchester, England; and John E. Vaizey, an educational specialist from Worcester College, Oxford.

British Incomes Commission Reports on 3 More Agreements

Three more agreements affecting the construction industry in Great Britain, all of which provide for the introduction of a 40-hour week without loss of pay, are examined in the second report of the National Incomes Commission. The Commission found that all three agreements would have the effect of increasing wages beyond the range of 3 to 3½ per cent that it had adopted in its first report (L.G., July, p. 550) as the long-term rate of increase in national production per head of the working population.

The first report dealt with two agreements in the same industry that also provided for a 40-hour week without loss of pay.

The first of the agreements considered in the second report was between the two sides of the National Joint Industrial Council for the Electrical Contracting Industry; namely, the National Federated Electrical Association and the Electrical Trades Union.

The Commission calculated that the average annual increase in wages provided in this agreement would amount to about 4 per cent; when the compensatory increase to prevent loss of pay from the hours reduc-

tion is included, the cost of work would increase between 5 and 6½ per cent a year.

The only special circumstance in this case that might, from the point of view of the national interest, justify this excessive wage increase, the Commission said, was the past history of time-wasting practices in the industry and the prospect of their future renunciation. The Commission thought there was a real prospect that a pledge given by the union to eliminate time-wasting on sites might, if fulfilled, result in the saving of about two hours a week that had hitherto been unproductive. The Commission emphasized, however, that such practices ought never to have existed.

The second agreement reported on by the Commission was between the Association of Heating, Ventilating and Domestic Engineering Employers and the Heating and Domestic Engineers' Union. In this industry, the report said, since the beginning of 1961 craftsmen had been paid at a higher rate than in the building industry, and the Commission had no doubt that the reduction in the normal working week from 42 to 40 hours would result in a straight increase in wages, and would not mean more leisure

for the workers. With the heavy and growing load on the industry, the Commission said, a general reduction in hours actually worked could not be expected.

Including the increase in wages to compensate for the shorter normal work week, the report concluded that the total average annual rate of increase would be 4.7 per cent. The actual increase, it pointed out, would be somewhat higher, because after the introduction of the 40-hour week an extra two hours would have to be paid for at overtime rates. In addition, although the agreement had much to commend it, it provided in three years wage increases that should have been spread over at least four.

The third agreement was between the two sides of the National Joint Council for the exhibition contracting industry, the National Association of Exhibition Contractors on the one hand and, on the other, the Amalgamated Society of Woodworkers, the Amalgamated Society of Painters and Decorators, the Sign and Display Trades Union and the National Federation of Building Trades Operatives.

Regarding this agreement, neither side had elected to give evidence before the Commission, and that body had been dependent entirely on the information supplied by the Government. The Commission found that in this case the reduction in normal weekly hours provided for in the agreement was unlikely to have any other effect than that of a straight increase in wages. This reduction involved a compensatory increase in hourly rates of 5.2 per cent for craftsmen and 5.7 per cent for labourers. Weekly earnings would be still further increased by the greater number of hours payable at overtime rates. The Commission found that there was no evidence of any special circumstances to justify increases substantially greater than 3 to 3½ per cent range, and it pronounced the agreement to be contrary to the national interest.

The final chapter of the report dealt with the subject of profits. The Commission said that it had been unsuccessful in its attempt to get statistics on profits in the electrical contracting, and the heating and ventilating industries. From this they concluded that the national interest urgently called for a survey of the policies and practices relating to pricing, profit margins and dividends in the separate branches of the construction industry.

The Commission recognized that profits differed in their nature from wages, being a contingent and not a contractual receipt; that is, being the reward for the capital invested in a business, for the risks that

had to be accepted in earning the profits, and for the skill and enterprise with which the affairs of the business had been conducted.

Nevertheless, profits were derived from the production of goods and services just as much as wages were; and consequently were subject to the fundamental principle of an incomes policy, which was to keep the rate of increase in money incomes within the long-term rate of increase in national production.

New Canadian Union Formed By Merger of Two Others

A new Canadian union, the Canadian Union of Public Employees, was formed last month by the merger of two others in the CLC, the National Union of Public Service Employees and the National Union of Public Employees, at a convention in Winnipeg.

CUPE will have a membership of close to 88,000, making it the largest national union in Canada, and of all unions in Canada, second only to the United Steelworkers.

The joint merger convention was preceded by separate conventions held the day before by each of the two unions, at which the merger agreement was proposed for ratification. The NUPSE delegates voted almost unanimously in favour of the merger, but there was strong opposition by a group of the NUPE delegates. When the vote came, 232 voted in favour and 71 against.

Later, 10 delegates from the Toronto Civic Employees Union, Local 43 of NUPE, marched out of the founding convention as a protest. The causes of their antagonism to the merger were said to be mainly the increased dues and an alleged restriction of local autonomy.

Stanley A. Little, President of NUPSE, was installed as CUPE's first President. Robert Rintoul, National Director of NUPE, became Secretary-Treasurer of the new union. The salary attached to each office is \$12,000 a year.

NUPE, chartered by the TLC in 1955, grew from a federation of civic employee unions in Ontario and British Columbia. Its membership was concentrated among municipal and hospital employees.

NUPSE, which was first organized as the National Organization of Civic, Utility and Electrical Workers within the old Canadian Congress of Labour and changed its name to the National Union of Public Service Employees in 1952, was originally concerned mainly with employees of hydro-electric utilities but later took in civic employees.

Second Survey of EDP in Canada

Two and a half years after first survey in 1960, Department finds more than three times as many electronic computers in Canada and about three times as many full-time EDP positions

There were 303 electronic digital computers operating in Canada on July 1, 1962, more than three times the number two and a half years earlier—on January 1, 1960, there were 89.

This is the report given in the latest bulletin in the series of studies carried out under the Research Program on the Training of Skilled Manpower, Report No. 9C, *A Second Survey of Electronic Data Processing in Canada, 1962*.

The third of a series on electronic data processing in Canada, it follows Report No. 9A, *The Current Status of Electronic Data Processing in Canada* (L.G., May 1961, p. 444) and Report No. 9B, *Electronic Data Processing Occupations in a Large Insurance Company* (L.G., Jan. 1962, p. 15).

The first report in this series, No. 9A, was based on the replies to a questionnaire mailed in 1960 to all known EDP users in Canada. The 1960 survey "was designed to accumulate factual information on the number and types of computers in use, the sorts and sizes of organizations employing computers, the different kinds of work being done by this equipment, and the number of people employed in the various new occupations created by the new systems and equipment."

Report No. 9C is the result of a second mailed survey conducted two and a half years later that included all the digital computer installations known to have been operating in Canada at July 1, 1962. Most of the information solicited parallels the data collected in 1960 in order that the volume and nature of growth in this field could be ascertained. In addition, however, somewhat more detailed information was collected on EDP manpower, and new sections have been added on computer personnel shortages and on wage and salary information in electronic data processing occupations.

Survey Findings

Among other findings from the second survey were the following:

—The number of persons employed in full-time EDP jobs on July 1, 1962 was

3,437, about three times as many as on January 1, 1960, when 1,216 full-time EDP employees were reported.

—An additional 5,107 persons were employed full-time in jobs closely associated with electronic data processing, e.g., as keypunch machine operators, data origination and data control clerks.

—There were 4,683 part-time EDP personnel.

—Among the full-time EDP personnel, males outnumbered females four to one.

Employees Directly Affected

In the 1962 survey, for the first time, the questionnaire asked for the number of clerical employees whose employment or position had been directly affected by the introduction of electronic data processing. The total of 11,360 reported by 95 organizations represents about 10 per cent of the total number of clerical persons employed in organizations operating business-type EDP installations, the bulletin says.

It points out, however, that the figure of 11,360 does not include only clerical workers who had lost their employment as a result of "office automation," and employees whom computers had rendered redundant in their old positions and who had undergone retraining and transfer to alternative jobs within the same organizations. "Rather, the figure is intended to include all clerical and clerical supervisory personnel whose positions or jobs have thus far been affected in any way by EDP, from layoffs attributable to automation on the one hand to relatively minor changes in job content on the other."

The report also gives warning that "in considering the potential occupational and employment impact of EDP, it is important to realize the unreliability of aggregate figures."

The new report, like the first one, was prepared by Dr. John McDonald of the Economics and Research Branch of the Department, under the general direction of Phillip Cohen and J. P. Francis, Director of the Branch.

Ontario Conference on Automation

Provincial Minister of Labour announces plans to establish foundation on automation to investigate and deal with social and human problems associated with introduction of automation

Plans for the establishment of a foundation on automation were announced by Hon. H. L. Rowntree, Ontario Minister of Labour, at the closing session of the Conference on Automation and Social Change, held on September 17 to 19 in Toronto. Sponsored by the Ontario Department of Labour, the conference was attended by about 500 delegates.

The new foundation, the Minister said, would "investigate and deal with the human and social problems associated with the introduction of automation and a rapidly changing technology."

Widely differing views of automation were expressed by speakers at the conference, who came from Britain and the United States as well as from Canada. Sir Geoffrey Vickers, one of the keynote speakers at the conference, said that "many jobs—manual, clerical, and supervisory—will be taken over by machines in the next decade." He contended that it could not be assumed that there would be any work for those displaced, even in conditions of full employment.

Russell Harvey, Canadian representative of the Office Employees' International Union, said that automation, because its aim was to make human beings redundant, represented an approaching disaster. And A. J. Hayes, President of the International Association of Machinists, said automation posed a threat "second only to the possibility of hydrogen warfare."

Ewan Clague, United States Commissioner of Labor Statistics, told the conference that automation was not expanding as rapidly as was sometimes supposed, and that the entire matter of unemployment could not be attributed to automation.

Kenneth Brown, President of the Amalgamated Lithographers of America, thought that automation would hit Canada harder than elsewhere because "it will be introduced full-blown." David Archer, President of the Ontario Federation of Labour, believed automation would bring a greater demand for government intervention at all levels of the economy.

H. L. Shepherd of Canadian Westinghouse Co., Limited said that individuals must accept the primary responsibility for adjusting to automation.

Foundation on Automation

Hon. H. L. Rowntree, Ontario Minister of Labour, explained that the foundation on automation would be established and supported at first by the Ontario Government. But he expressed the hope that it would be expanded through the voluntary participation of management groups, labour organizations, universities, and all who were concerned with the problems of automation.

"Part of the foundation's responsibility will be an early warning system to limit and control undesirable effects of new technology. This system will be a clearing house through which we will receive advance notice of impending changes in factories and operations, in order to provide us with sufficient time to work out alternatives to unemployment caused by automation," he said.

Mr. Rowntree added that the Foundation on Automation and Employment would discuss the development of such a system with the federal Government and the National Employment Service.

The names of nine members of a steering committee to plan the establishment of the foundation were announced by Mr. Rowntree. Additional appointments would be made, he said. The nine members named were:

Prof. Arthur Porter, Chairman, Industrial Engineering, University of Toronto; H. L. Shepherd, Manager, Training and Salary Administration, Canadian Westinghouse Co., Limited; Dr. W. D. Wood, professor of economics and Director, Industrial Relations Centre, Queen's University; Dr. O. M. Solandt, Vice-President, Hawker Siddeley Canada Limited; Russell Harvey, Canadian representative, Office Employees' International Union; Dr. F. S. Rivers, Chief Director of Education, Ontario Department of Education; James Black, Eastern Canadian Director, Building Trades Department; J. B. Metzler, Deputy Minister of Labour, Ontario; and S. W. Clarkson, Deputy Minister of Economics and Development, Ontario.

Sir Geoffrey Vickers

After emphasizing that he understood automation to mean "the progressive replacement of men by machines in the field of control," Sir Geoffrey Vickers

predicted that automation would displace even the machine minder and the shop supervisor, and that a part of the function of the works manager would be taken over by machines.

He thought, however, that machines would always need the supervision of human beings to correct some failure or to repair some fault.

Sir Geoffrey predicted a social revolution as a result of automation, but he said "we must find a way to assimilate the unemployed, and a way to distribute goods and services free, according to need."

The rate of automation should be held back in order to prevent a violent social upheaval, he suggested.

Ewan Clague

Ewan Clague, United States Commissioner of Labor Statistics, told the conference there was no sign that the rate of productivity had accelerated in recent years. Since 1947, output per man-hour in manufacturing had gone up fairly steadily at a rate of 3 per cent a year, he said (see box).

Mr. Clague said that automation had attracted widespread attention recently mainly because its impact had hit certain sectors of the economy with special force: in the past 10 years, 2,000,000 jobs had been lost in the United States in manufacturing, agriculture, mining, and construction as a result of automation.

But at the same time, he pointed out, the finance and service groups had added 3,000,000 jobs, and employment by state and local governments had increased by almost 3,000,000.

The speaker gave warning that a sharp reduction in the average weekly hours of work might have an adverse effect on employment. "A union demand for shorter hours is usually tied to a demand for the same weekly pay as before. Any sharp reduction in weekly hours to 37, 36 or 35 hours per week—would raise labour costs substantially, and could have the effect of reducing employment rather than increasing it," he said.

Mr. Clague remarked, however, that the long-time trend in industry toward shorter hours had declined since the adoption of the 40-hour week. He also noted that labour and management in continuous process industries, particularly the steel industry, had hit upon other devices for reducing hours of work and opening up jobs for their unemployed members. He mentioned the agreement recently negotiated in the United States that provided a three-month vaca-

A study by a group of research workers that will—in the words of the group's leader—"help to explode the current hysteria over automation" has produced estimates of productivity growth—as measured by output per worker—in United States industry, including many industries in which attempts at such measurements are said to have so far been unsuccessful. The figures compiled in the study are published in a table in the September 14 issue of Business Week.

A. J. Jaffe, Director of Manpower and Population Research at Columbia University's Bureau of Applied Social Research, is quoted by Business Week as saying that the implications of the study go far beyond measuring productivity growth. It will help to explode "the current hysteria over automation," since it shows that there is nothing unusual about the recent pace of growth in productivity; "productivity growth was lower during the 1960's than it was in the 1920's."

The study also will correct the prevalent idea that productivity has been growing faster in manufacturing than in the non-manufacturing industries. Actually, the average is about the same, Mr. Jaffe said.

The table gives employment figures for 1950 and 1960 and a projection for 1970 by industries ranked according to their productivity growth per year.

Only eight industries—electric utilities, aircraft and parts, telephone and telegraph, coal mining, chemicals, airlines, radio and television, and gas and steam utilities—maintained an annual growth rate of more than 5 per cent. It is also noteworthy that in all but one—coal mining—employment increased in the 1950-60 decade.

But Mr. Jaffe's figures indicate that available jobs will have to increase faster during the 1960's than they did in the 1950's if the United States is not to continue to suffer from chronic unemployment. In his view, the surest way to bring about full employment by 1970 is to shorten the work week.

The Business Week article points out that, although Mr. Jaffe's figures are adequate for the main purpose to which the Columbia group has put them—projecting employment trends—"connoisseurs of productivity measurement will be quick to caution against their uncritical use for other purposes." For one thing, it says, the study "doesn't provide separate figures on the contributions of capital, labour, and technology to productivity growth."

tion with pay every five years for steelworkers in the top half of the seniority range.

He remarked that another proposal advanced by some unions was to increase the rate of overtime premium pay from time and a half to double time. He pointed out that statistics of weekly hours in some industries during 1962-63 showed that employers—"and perhaps the workers also"—preferred the employment of present employees at overtime pay to the taking on of additional workers when increased output was needed.

The entire matter of unemployment could not be attributed to automation, he said, because allowance must be made for other causes. Statistics showed that nearly 45 per cent of the unemployed in the first half of this year were out of work for less than five weeks. "This short-term unemployment is not the place to look for the impact of automation," he suggested. "Technology is more likely to express itself in the elimination of jobs, skills and occupations, and therefore in more prolonged unemployment."

Kenneth Brown

Kenneth Brown, International President of the Amalgamated Lithographers of America, said that automation was likely to hit Canada harder than elsewhere because when it comes "it will be introduced full-blown. The impact will be greater, the period for adjustment shorter, the hardships sharper."

Labour's first concern now was job security, he said. Unions would negotiate mergers with other unions in order to avert jurisdictional disputes as automation changed employment, would institute retraining programs, and would press for shorter hours and longer vacations. But this was not enough. "Greater co-operation and planning is required in this country between labour and management. I would hope management is ready to work with the unions."

D. G. Wilmot, President of Anthes Imperial Company, Limited, disagreed with Mr. Brown's view that automation reduced job opportunities; but, he said, it was providing some terrifying frustrations.

Long-range planning was needed to prepare the labour force to meet the effects of automation, and economic, social and political institutions and educational and information facilities must be reappraised, he said.

David Archer

David Archer, President of the Ontario Federation of Labour, contending that automation would bring a greater demand for government intervention at all levels of the economy, said that unions would expand their political activity.

Unions would seek to enlarge their bargaining units to include engineering and allied workers now excluded, and he predicted, labour would invade spheres of management's rights now regarded as sacrosanct.

Mr. Archer predicted that if companies insisted on moving plants without regard to social consequences it would inevitably lead to government intervention.

"Unions will be endeavouring to protect the jobs, or at least the wages of the employees," he said. Some of labour's demands will be for: severance pay, a new look at seniority provisions, shorter hours or longer vacations, more control over apprenticeship and training programs, better pension plans, and some form of guaranteed annual wage.

The term "guaranteed annual wage" was an "explosive" one, and the use of "annual salary" might be preferable.

Mr. Archer suggested that piecework, payment by the hour and other traditional methods of remuneration might disappear. "Since it will be almost impossible to measure anyone's particular contribution to the industry—measured, that is, in terms of hours worked or work produced—some form of profit-sharing may become more popular," he said. He added that as non-productive workers join unions and have their say in how profit-sharing shall function, union opposition to it might disappear.

He foresaw greater difficulty in holding the allegiance of workers to the union movement as the traditional bonds of skill and association become weaker. "Therefore, there will be a continuing demand for union security."

H. L. Sheppard

Individuals must accept the primary responsibility for adjusting to automation, said H. L. Shepherd, Manager of Training and Salary Administration, Canadian Westinghouse, Co., Limited. Business management was being thrust into a position of greater social responsibility in the community, but industry could not be expected to shoulder full responsibility, or pay all the bills for adjusting the work force in changing technology.

It was not management's business, Mr. Shepherd said, to make up for historical deficiencies in the school system or for individual neglect in acquiring all possible basic education. Moreover, since a business must earn a profit in order to survive, develop and grow, industry could be expected to take only such action at it considered practical and economically sensible.

Management, he said, could fairly be expected to act in three directions: naming those likely to be displaced by automation before they were actually displaced; persuading them that they must take steps to keep employable; and providing opportunities and help so that they could take such steps if they chose to do so.

Mr. Shepherd said that stopping the trend to automation was not the remedy. "We may usefully try to control the rate of application of new technology," he said, "but we cannot halt it; and we cannot look to the factory as the main means of absorbing all the low-skilled in the population."

He suggested that one of the more useful functions for management would be forecasting future demands for skills, both in quantity and quality. Mr. Shepherd said that job forecasting within each company was not enough. Because people would be entering and leaving the labour market more rapidly than in the past, he said that some agency would be needed to keep and constantly revise lists of skills that would be needed in the future and of the skills available at any given time. "If no effective agency exists, then surely managements must either set something up by co-operative action, or vigorously press for some third party to undertake this particular task," he said.

"Out of such efforts could grow, region by region, a rolling or perpetual forecast as a guide to placement, relocation, training and education in terms of qualities and quantities of skills likely to be in demand in the future."

Russell Harvey

Russell Harvey, Canadian representative of the Office Employees' International Union, told the conference that the aim of automation was to make human beings redundant, and that it represented an approaching disaster. "This very redundancy excludes him as a consumer," he remarked.

In the United States, where 1,000,000 persons were being displaced each year by automation, industry faced the prospect of depriving itself of its mass market. (See box.)

He thought that education alone was not a satisfactory answer, since individuals might be educated for occupations that would cease to exist because of automation. He suggested that the short-term impact of automation could be eased by special redundancy funds in industry, higher unemployment benefits and longer periods of payment, payment of moving expenses for displaced workers, earlier retirement,

The loss of 187,000 production workers' jobs each year during the period 1957 to 1961 was associated with increasing productivity; the loss of another 144,000 was associated with declining output, the United States Senate's labour subcommittee was told last month by Leon Greenberg of the U.S. Bureau of Labor Statistics.

Statistics based on a new analysis of production workers' jobs in manufacturing showed that during the 1957-61 period, output rose by 7.8 per cent but output per man-hour rose by 17.7 per cent, with the result that production worker employment declined by 8.4 per cent, or 1,094,000 jobs. The net decline consisted of an increase of 229,000 jobs and a decrease of 1,323,000 jobs. The net decline consisted of an increase of 229,000 jobs and a decrease of 1,323,000 jobs.

Of the total decrease, Mr. Greenberg said, the loss of 747,000 jobs was associated with higher productivity; of 576,000, with lower output. The employment decline amounted to 333,000 production workers' jobs each year during the period.

The high rates of productivity increase in the face of smaller gains in output imply a relatively high impact of technological change or of other labour-saving factors, he said.

and a drastically shortened work week. Even these measures, however, would not be adequate as long-term answers if what he called the aimless, unplanned rush into automation continued.

A. J. Hayes

A. J. Hayes, President of the International Association of Machinists, one of those who spoke at the conference dinner, saying that automation "presents a threat second only to the possibility of hydrogen warfare," insisted that automation was not "just a new kind of mechanization, but a revolutionary force capable of overturning our social order."

It was pointless, he said, to have automated factories pouring out goods without planning an economy in which these goods could be distributed and consumed. Society would have to reduce the number of hours a person worked, he said. "I suggest it is quite possible that by 1970 the 35-hour week will be considered not too short but too long."

John I. Snyder, Jr.

John I. Snyder, Jr., President of U.S. Industries Inc., a producer of automated equipment, told the conference: "It is increasingly clear that the old solutions to

technological displacement and unemployment, hand-me-downs from the Industrial Revolution or even from the Depression, just won't do; they are simply not advanced enough to be used to help automation's impact.

"What we need," he continued, "are totally new ideas, real innovations. This need is already urgent; it will be critical sooner than any of us would like to admit."

People who doubted the seriousness of the threat, he said, were living in a world of myths, which included such ideas as: that automation will actually create jobs; that those who lose their jobs to automation can be retrained; that a lot of people will be needed to build and maintain automated equipment; and that displaced workers can find jobs in other parts of the country.

Fewer jobs will be available, he contended, and many workers were too old or not bright enough to be trained.

Dr. W. D. Wood

Dr. W. Donald Wood, Director of the Industrial Relations Centre of Queen's University, called for a "massive and immediate program of fact-finding and analysis" to help in dealing with the problems of automation, manpower and economic growth.

"Canadians may have been lulled into a false sense of security by the large natural resources which we possess," Dr. Wood said. "Our future economic expansion will depend even more on the quality of our human resources than on our capital and physical resources."

Canada had no choice but to push forward with automation because of growing international competition, he contended, but the very speed of the technological change meant human and economic dislocation. In the goods-producing industries there is an increasing output but decreasing employment.

In a fast-changing economy, the degree of mobility is one key to the handling of rapid growth, Dr. Wood said. "But in a country such as Canada with its vast geographic distances, small population, and uneven distribution of industry and employment, this flexibility is a particularly difficult objective to obtain."

He pointed to a sharp growth in unemployment since 1957, but at the same time a drop in the rate of economic growth as reflected in the Gross National Product. During the period 1946-56, the speaker said, the average annual increase in GNP was 5.6 per cent, but it dropped to 3.3 between 1957 and 1962.

Dr. H. S. Braun

Canadian industry will pay for not having enough technicians by suffering a loss of competitive ability, Dr. H. S. Braun, Principal of Lakehead College, told the conference. Canada's shortcomings in technological training were not sufficiently understood, he said.

Industry has to sell its goods partly in the world market. This demands efficiency, which in turn requires longer periods of education and training for Canadian youth. In Canada last year, he pointed out, about four times as many engineers were turned out as technicians. European experience had been that the opposite ratio was needed for efficiency in industry.

There was a serious shortage of teaching staff, and there was also a failure on the part of students and parents to understand the need for technical education, Dr. Braun said.

C. Ross Ford

Vocational training facilities in Canada now provide places for about 250,000 students, but it is estimated that by 1967 room will be needed for 490,000 students, or about double the present capacity, said C. Ross Ford, Director of the Technical and Vocational Training Branch of the Department of Labour. Mr. Ford gave an outline of the federal legislation relating to manpower development and training, and described the various "Programs" under which the Government gives assistance to the provinces in such training.

The speaker pointed out that the present Government had announced its intention of continuing the 75-per-cent contribution toward the provincial governments' expenditures on approved technical and vocational training facilities until each province had claimed from the federal Government an amount equal to \$480 for each person in the 15-to-19 age group, as determined by the 1961 census, or until March 31, 1967. After that, the federal contribution would be 50 per cent of provincial government expenditures.

Mr. Ford remarked also that under most of the programs the federal Government reimburses the provinces for 50 per cent of their costs of operating approved training projects. Under Program 5, which provides for the training of unemployed persons, the federal contribution of 75 per cent of provincial expenditures had recently been increased to 90 per cent.

But training programs alone do not meet the needs of an era of rapid technological change, he said. "Automation and other

industrial changes frequently require difficult and far-reaching manpower adjustments at the individual, the plant and the community level. Occupational and geographic shifts must often be made if unemployment is to be avoided."

With this in view, Mr. Ford pointed out, the Government had announced its intention of establishing a manpower consultative service, to be administered by the Department of Labour, to assist and encourage the establishment by employers and workers of manpower adjustment programs.

The speaker referred to another federal program that, he said, was closely related to manpower development, viz., the continuing program of manpower training research conducted by the Department of Labour under the direction of a skilled manpower training research committee. This research, Mr. Ford said, was designed to shed light on two important aspects of technological change: its general effect on employment and output, and some of its particular effects on occupations and skill requirements.

Labour Relations Legislation in 1963

Four provinces amend labour relations laws. Ontario gives negotiating rights to civil servants. Quebec gives first reading to consolidation of existing laws into Labour Code

At the 1963 sessions of their Legislatures, four provinces—British Columbia, Newfoundland, Ontario and Manitoba—made changes in laws governing labour-management relations. In Quebec, a new Labour Code, which would have consolidated existing labour relations laws and introduced a number of significant new features, was given first reading and held over for further study.

British Columbia amended its Labour Relations Act to introduce a speedier, less expensive alternative to arbitration. Amendments to the Newfoundland Labour Relations Act introduced new emergency procedures for hospital disputes and repealed two controversial 1959 amendments.

In Ontario, provisions dealing with continuation of trade union rights when a business changes hands were added to the Labour Relations Act; the Public Service Act was amended to establish negotiating machinery for provincial civil servants; and minor changes were made in the collective bargaining provisions of the Fire Departments Act. In Manitoba, two minor amendments were made to the Labour Relations Act.

British Columbia

When introducing the amendments to the British Columbia Labour Relations Act, the Minister of Labour said that the new provisions were designed to eliminate at least two conditions that had contributed to industrial unrest and work stoppages in the province, namely, the method of resolving grievances and the failure of the parties to make provision in their collective agreements for the dismissal or suspension of employees.

Like most other provincial acts, the British Columbia Labour Relations Act prohibits strikes and lockouts during the life of a collective agreement, and makes it mandatory for every collective agreement to include a grievance procedure providing for final settlement, without stoppage of work, by arbitration or some other method as may be agreed upon by the parties, of all differences concerning the interpretation, application, operation or violation of the agreement.

The accepted method of settling grievances has been arbitration, which the Minister admitted was not entirely satisfactory. He said that in many cases arbitration proceedings had become too formalized, that they had often been unduly prolonged, and that the costs of getting a simple grievance settled were frequently excessive and imposed a heavy financial burden on less prosperous trade unions and employers.

These objections have been taken into account in the amended Act and an alternative to private arbitration has been introduced, which the Minister said would enable grievances to be settled more expeditiously than previously and at very little cost to the parties involved. Under this alternative procedure, either party to a collective agreement may request the Registrar of the Labour Relations Board, in writing, to appoint an officer of the Department of Labour to confer with the parties to assist them to settle the difference. If the request is accompanied by a statement of the difference to be settled, the Registrar may appoint an officer as requested or he may refer the grievance to the Labour Relations Board.

If an officer is not appointed or if the officer appointed is unable to settle the difference, two courses are open to the Labour Relations Board if it considers the matter arbitrable. It may (1) refer the matter back to the parties for settlement in the manner provided in the agreement, or (2) inquire into the grievance itself, in which case neither the Arbitration Act nor any other procedure for the settlement of grievances will apply. If the Board decides that the matter is not arbitrable, no further action can be taken.

If the Board itself inquires into a grievance, its decision is final and binding on the parties concerned.

The procedure for enforcing such an order is similar to the procedure used in connection with unfair labour practices complaints, that is, on notification by the employer, trade union or other person affected, the Board may file a copy of the order in the office of the Registrar of the Supreme Court, thereby making it enforceable as a judgment or order of that Court.

The Minister emphasized that the new grievance provisions were permissive rather than mandatory and were not intended to disturb any satisfactory procedures now being used. The Act specifically states that the parties to a collective agreement may at any time agree to waive the new procedure, in which case it will not apply for the term of the agreement.

A second amendment designed to improve labour-management relations in British Columbia makes it mandatory for every collective agreement to include a provision governing the dismissal or suspension of an employee bound by the agreement. As a result, disputes over dismissals and suspensions of employees are now subject to the grievance procedure.

Another amendment gives the Labour Relations Board, arbitration board or other body to whom a grievance has been referred, express authority to direct an employer to reinstate and reimburse an employee who has been improperly discharged or "to make such order as it considers fair and reasonable, having regard to the terms of the collective agreement."

Referring to this amendment, the Minister stated that there had been instances in the past where an arbitration board had found an employee to be improperly discharged but had failed to order reinstatement. In a recent case, a unanimous decision of the three members of such a board failed to order the employee's reinstatement and reimbursement because the collective agreement didn't specifically authorize it to do so.

A final British Columbia amendment brought apprentices registered under the Apprenticeship and Tradesmen's Qualification Act within the scope of the Labour Relations Act. In connection with this amendment, the Minister commented that because employers and trade unions often voluntarily included apprentices in the application of their collective agreements, it was considered unrealistic to continue to exclude them from the Labour Relations Act, adding:

It is the common practice in other Canadian jurisdictions to embrace apprentices under the Labour Relations legislation. Too, with the rapid growth in the facilities for training adults, more persons over the age of 21 may be working under apprenticeship contracts, and it is unreasonable that these adults should not be included in the application of the Labour Relations Act.

Newfoundland

Amendments to the Newfoundland Labour Relations Act provided for the compulsory arbitration of hospital disputes in emergency situations and repealed two 1959 amendments banning secondary boycotts and providing for the dissolution of a trade union in certain circumstances.

The new emergency provisions resulted from a strike involving nurses' aides, maids and other employees of a Corner Brook hospital, which had been called off after a one-man royal commission had been appointed to look into the financial aspects of the employees' demands for higher wages. When introducing the amendment, the Premier said that the Government felt it was "necessary and just" to prohibit strikes against hospitals, which were in fact "strikes against the sick and dying."

The new provisions are similar to procedures adopted in Alberta in 1960 to deal with emergencies resulting from strikes in certain essential services, including hospital services. They state that, if the Lieutenant Governor in Council believes that a state of emergency exists in the province or in any part of the province in such circumstances that life would be in jeopardy as a result of a labour dispute involving hospital workers, he may proclaim a state of emergency. Upon such a proclamation, a strike or lockout would be prohibited and the matter in dispute would be referred to a board of arbitration for settlement, whether or not there had been a conciliation board.

A board of arbitration is not to be limited to matters, if any, which have been before a conciliation board but may examine the dispute *de novo*. Its decision is final and binding on the parties.

The arbitration board is to consist of a representative of each side, with a chairman nominated by the Minister of Labour.

Two controversial sections added to the Act in 1959 in the aftermath of the loggers' strike were repealed. This action had been forecast in the Speech from the Throne, which stated:

In the year 1959, as a result of serious breaches of the law resulting from the loggers' strike of that year, this Honourable House unanimously enacted legislation applying rigid controls to labour unions and labour union officials. These controls were modified at the session held in 1960. My ministers feel now that further modifications may safely be introduced and amendments with that in view will be submitted for your consideration.

One of the sections withdrawn, Section 6A, provided for the dissolution of a trade union by the Supreme Court, if it appeared that a substantial number of its superior officers, agents or representatives outside the province had been convicted of heinous crimes and still retained their positions in the union.

The other section repealed, Section 43A, prohibited secondary boycotts, and some union leaders had maintained that it could be construed to prohibit strikes. The Premier said the Government was willing to reword it so that there could be no misunderstanding.

Accordingly, it has been replaced by provisions similar to those in the British Columbia Trade-unions Act spelling out the right of a union engaged in a legal strike or lockout to maintain peaceful picketing. Picketing may take place only during a legal strike or during a lockout; it must be confined to the employer's place of business, and may be carried on only by the union whose members are on strike or locked out or by persons authorized by it. Under such circumstances, a union may, without acts that are otherwise unlawful, persuade or try to persuade anyone not to enter the employer's place of business, to deal in or to handle his products or to do business with him.

The new picketing provisions also include a saving clause not found in the comparable British Columbia legislation. It states that public expressions of sympathy or support, otherwise than by picketing, on the part of trade unions or others not directly concerned in the strike or lockout, and persuasion and endeavours to persuade by the use of circular, press, radio or television, will not be deemed to be a breach of the Act.

Another amendment reduced the maximum fine that may be imposed on a union for illegal picketing from \$5,000 to \$1,000. An individual who contravenes the picketing

provisions is liable to the same penalty as before, a fine of up to \$500 or up to three months imprisonment in default of payment.

Ontario

Amendments to the Ontario Labour Relations Act provided for the continuation of bargaining rights of a trade union where a business is sold, and gave the Labour Relations Board authority to determine which trade union, if any, is the bargaining agent where the employees of two or more businesses are intermingled. They replace a section added to the Act in 1962 and never put into force.

The amended Act provides that, if a union has entered into a collective agreement with an employer or has been certified as the bargaining agent for his employees, it retains its bargaining rights when the business is sold until the Board directs otherwise. If any question arises as to what constitutes the like bargaining unit in the business of the successor employer, the Board may decide the matter.

Upon application, the Board may also settle any conflict concerning the bargaining rights of the union representing the employees of the predecessor employer and the union representing the employees of the new employer. It may define the bargaining unit, making such modifications as it considers proper, or it may amend any bargaining unit in a certificate issued to another union or any unit defined in any collective agreement.

The Board is also given express authority to terminate bargaining rights, if it thinks that the person to whom the business was sold has changed its character so that it is substantially different from the business of the former employer.

In cases where a business is sold and employees of two or more businesses are intermingled, the Board may, upon application, decide what constitutes an appropriate bargaining unit, determine which union, if any, is the bargaining agent, and make any necessary changes in a certificate or in a bargaining unit defined in any collective agreement.

Amendments to the Public Service Act established negotiating machinery for provincial civil servants, making Ontario the second province, after Saskatchewan, to give civil servants negotiating rights.

When introducing the amendments, the Provincial Treasurer stated:

This legislation underlines our belief that employees of the government have the right, and indeed the duty, to play a full part in our political and democratic institutions and that they enjoy the right to form an association and to negotiate on matters concerning their terms of employment.

Accordingly, the Joint Advisory Council has been replaced by the Joint Council, which is expressly authorized to negotiate such matters as are put on its agenda by the chairman at the request of a member. In particular, it may negotiate any matter concerning the terms of employment of public servants, including working conditions, remuneration, leaves and hours of work, that is not excluded by the regulations.

The bill as introduced did not provide for exceptions, but an amendment introduced during passage empowered the Civil Service Commission, with the approval of the Lieutenant Governor in Council, to exclude matters from the agenda by regulation. Under this authority, matters affecting police officers and constables of the Ontario Provincial Police Force were excluded in June.

The new Joint Council provisions, the Minister said, were the result of a careful study of the Whitley Council system of Great Britain with amendments designed to meet the requirement of the province of Ontario.

The Joint Council is composed of eight members of the public service, four representing the official side and four the staff side, with a non-voting chairman.

All of the staff members must be recommended by the Civil Service Association of Ontario and one must be an officer of the Association. The Minister said that it was expected that the four staff members would be drawn from broad areas of public service employment so that every public servant would have his interests represented on the Council.

The chairman is not a member of the Joint Council and has no voting rights. The vice-chairman, however, must be a member of the staff side, nominated by that side.

The Joint Council is required to meet at least four times a year, and a quorum consists of the chairman and three representatives of each side.

Every decision of the Joint Council is to be signed by the chairman and vice-chairman, and the chairman must transmit it to the appropriate authority to be implemented. In case of a deadlock, the chairman must refer the matter to the civil service arbitration board whose decision will be binding on the parties.

The civil service arbitration board is to consist of three persons, one designated by the official side and one by the staff side, with a chairman appointed by the Lieutenant Governor in Council for a renewable term of two years. As has been indicated,

a decision of the arbitration board is binding on the parties and must be put into effect by the agency concerned.

The departmental and branch councils, which were established to promote consultation and co-operation at the lower levels of administration, will remain in operation.

The first meeting of the Joint Council was held on July 24. The official representatives are the Deputy Minister of Highways, the Associate Deputy Minister of the Treasury Department, the Deputy Minister of Education and the Deputy Minister of Labour. The Chairman of the Civil Service Commission has been appointed Chairman of the Joint Council.

An amendment to the Fire Departments Act excluded deputy fire chiefs from the collective bargaining procedures of the Act. Another new provision makes it clear, however, that this exemption applies only to the person who has been appointed by the council of the municipality to act in the place of the fire chief.

Manitoba

Two minor changes were made in the Manitoba Labour Relations Act. One excluded agrologists from the Act, an amendment that the Minister said had been introduced at the request of the professional body concerned. Another amendment fixed a time limit of one year for commencing a prosecution under the Act.

Quebec

The new Labour Code, which was given first reading in Quebec, would not only have consolidated the seven existing labour relations laws but would also have introduced a number of significant new features. One of the most interesting of these was the proposal to eliminate the conciliation board stage entirely in the settlement of contract negotiation disputes.

Other new provisions would have required holders of timber-cutting rights to allow union organizers access to woods camps and, on request, to advance employees the money to pay union entrance fees. The proposed Code would also have: required strike votes to be taken by secret ballot; introduced the voluntary, revocable check-off; and established a permanent arbitration court composed of district judges to decide disputes in public services (hospitals, public utilities, etc.).

As previously indicated, this bill was not passed. After first reading, it was referred to the Committee on Industrial Relations and held over to permit the Government to re-examine its provisions in the light of representations made at the public hearings.

Anti-Discrimination Legislation in 1963

Nova Scotia consolidates its three main anti-discrimination laws into Human Rights Act; new Quebec Hotels Act prohibits discrimination in hotels, restaurants and camping grounds

Anti-discrimination measures were adopted in two provinces during the 1963 sessions of the provincial legislatures. Nova Scotia passed the Human Rights Act, which consolidated and strengthened three earlier anti-discrimination laws. In Quebec, a new Hotels Act prohibited discrimination in hotels, restaurants and camping grounds.

Nova Scotia

The Nova Scotia Human Rights Act, which went into force on March 21, the date of Royal Assent, consolidated three earlier anti-discrimination laws—the Fair Employment Practices Act, the Equal Pay Act and the Fair Accommodation Practices Act. One important new principle was introduced—the prohibition of discriminatory practices in the rental of apartments—and the enforcement provisions were strengthened.

The new Act is the second step taken by the Nova Scotia Government during the past 12 months to deal with human rights questions. In October 1962, an interdepartmental committee on human rights was established to deal specially with social and economic problems of minority groups. When announcing the creation of the committee, the Premier stated:

While the primary concern of the committee will be directed toward improving the lot of our Negro population, its responsibility will be much broader. First and foremost, the committee will be expected to study and make recommendations as to how the fundamental rights of every citizen may be made more secure, regardless of race, creed, colour, nationality, ancestry or place of origin.

These objectives are reflected in the preamble to the Human Rights Act, which states:

WHEREAS recognition of the inherent dignity and the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world, and is in accord with the Universal Declaration of Human Rights as proclaimed by the United Nations;

AND WHEREAS this Legislature in a number of enactments has affirmed the principle that every person is free and equal in dignity and rights without regard to race, religion, religious creed, colour or ethnic or national origin;

AND WHEREAS the Government has established an Interdepartmental Committee on Human Rights which is engaging in studies of the subject of human rights;

AND WHEREAS it is desirable to enact a measure to amend and consolidate the several enactments of the Legislature relating to human rights;

THEREFORE, BE IT ENACTED by the Governor and Assembly as follows . . .

Discrimination in public places is again prohibited. The Human Rights Act proclaims the right of every person and every class of persons to obtain admission to and enjoyment of the accommodation, services and facilities available in any place to which the public is customarily admitted, and forbids any person to deny this right to any person or any class of persons on grounds of race, religion, religious creed, colour or ethnic or national origin.

A new provision prohibits any person, directly or indirectly, alone or with another, by himself or by the interposition of another, from denying occupancy of any apartment in any building, with more than four self-contained dwelling units, on any of the prohibited grounds. Discrimination with respect to any term or condition of occupancy on grounds of race, religion, religious creed, colour or ethnic or national origin is also prohibited.

(The Ontario Human Rights Code, 1961-62, the only other provincial Act to ban discrimination in multiple dwellings, restricts the prohibition to apartments with more than six self-contained units.)

The publishing or displaying of discriminatory notices, signs or other representation indicating discrimination, or an intention to discriminate, is forbidden.

Discrimination in Employment

As before, employers or their agents are forbidden to discriminate against anyone in regard to employment or any term or condition of employment. Similarly, prohibition is continued of the publication of advertisements, the circulation of application forms or the making of inquiries, either written or oral, in connection with employment that express, either directly or indirectly, any limitation, specification or preference as to race, religion, religious creed, colour or ethnic or national origin. Also, employers are again forbidden to use an employment agency that practices discrimination against persons seeking employment.

In line with former policies, the Human Rights Act also forbids discriminatory actions by trade unions. No trade union may: exclude any person from full membership, or expel or suspend or otherwise

discriminate against any of its members, or discriminate against any person in regard to employment by an employer, on any of the prohibited grounds.

Some exemptions from the fair employment practices provisions are again provided. As formerly, non-profit charitable, religious, philanthropic, educational, fraternal or social organizations are exempted. The new Act also excludes domestic servants in private homes, a group previously covered.

Discrimination in rates of pay solely on the basis of sex is prohibited. The Act stipulates that an employer may not pay a female employee at a rate of pay less than the rate paid to a male employee "for the same work done in the same establishment." A difference in rates of pay based on any factor other than sex is not, however, deemed a contravention of the equal-pay-for-equal-work provision.

Retaliatory action against complainants is forbidden. The Human Rights Act stipulates that no person, employer or trade union may evict, discharge, suspend, expel or otherwise discriminate against any person because he has made a complaint or given evidence or assisted in any way in any proceeding under the Act.

As formerly, enforcement procedures are to be initiated by the filing of a written complaint with the Director, who will either look into the matter himself or assign an officer of the Department of Labour to investigate the complaint.

If a settlement is not reached through a departmental inquiry, the Minister is empowered to appoint a commission of one or more persons to ascertain the facts and, if the commission finds the complaint a valid one, it is authorized to make recommendations for settlement. A commission has all the powers of a commissioner under the Public Inquiries Act.

On receipt of the commission's report, the Minister, as before, has authority to issue whatever order is necessary to carry out the commission's recommendations.

Penalties for violations of the anti-discrimination provisions are higher than formerly. An individual is now liable to a maximum fine of \$100; a corporation, trade union, employers' organization or employment agency, to a fine of up to \$500.

Enforcement procedures have been further strengthened by a new provision giving the Minister general authority to apply to the Nova Scotia Supreme Court for an order enjoining a person convicted of an offence from continuing the illegal act. Previously, injunction proceedings could be taken only against persons convicted of displaying discriminatory notices contrary to the Fair Accommodation Practices Act.

Quebec

In Quebec, a new Hotels Act, to come into force on proclamation, prohibits discrimination in hotels, restaurants or camping grounds. The Act makes it an offence for the owner or keeper of any such establishment, either directly or through his agent or a third party, to refuse to provide any person with food, lodging or any other services available to the public, or to discriminate with regard to the services provided, on grounds of race, belief, colour, nationality, ethnic origin or place of birth.

The bill as introduced would have prohibited hotels from refusing to give lodgings to travellers without "just cause" or restaurants from refusing food without "reasonable cause," but was amended in passage, following representations by a large number of church, labour and civic organizations who asked that the anti-discrimination clause be made more specific.

Report of Unemployment Insurance Advisory Committee for Year Ended March 31, 1963

Committee again emphasizes the urgent need for revision, with the least possible delay, of the unemployment insurance scheme

The urgent need for revision of the unemployment insurance scheme with the least possible delay was again emphasized by the Unemployment Insurance Advisory Committee in its report for the year ended March 31, 1963, which was tabled in the House of Commons on August 2.

The Committee pointed out that at the end of the fiscal year the balance in the Unemployment Insurance Fund had been

reduced to \$9,692,000, compared with a balance of \$66,598,000 a year earlier; that this small balance had been wiped out in April, and that the Fund had been enabled to continue to pay claims received during April and May only by means of loans from the Government. At the end of April, the deficit that had to be covered by a loan was \$23,000,000 and at the end of May it was \$37,000,000, the report said.

The Committee was in agreement with the opinion expressed by the Senior Actuary of the Department of Insurance that there was little likelihood of any change in the fortunes of the Unemployment Insurance Fund during the coming year, and that there appeared to be no possibility that any amendments to the Unemployment Insurance Act could significantly affect the state of the Fund before the summer of 1964.

The Committee quoted the Actuary's report to the effect that the Fund might be expected to recover from its deficit of \$37,000,000 at the end of May to an amount of about \$42,000,000 by December 1, but that by the end of the 1963-64 fiscal year a deficit of \$49,000,000 seemed to be in prospect, and by the end of May 1964, one of about \$96,000,000.

"It would therefore appear to be necessary to supplement the resources of the Fund by some \$49,000,000 to enable benefits to be paid to the end of March 1964," the Actuary said. "Moreover, if contribution revenues and benefit payments during the months of April and May of 1963 are duplicated during the same months of 1964, a further \$47,000,000 would be needed to provide for benefit payments to the end of May 1964."

Report of the Unemployment Insurance Advisory Committee for the Year Ended March 31, 1963

To His Excellency the Governor General in Council:

The Unemployment Insurance Advisory Committee has the honour to report as follows:

Section 89 (1) of the Unemployment Insurance Act requires the Committee to report not later than July 31, each year, on the financial condition of the Unemployment Insurance Fund as at the preceding March 31.

The Committee met on July 15, 1963, and received and considered the following reports:

(a) from the Unemployment Insurance Commission, financial and statistical statements for the fiscal year ended March 31, 1963, copy of which is appended hereto and marked Appendix I;

(b) from the Senior Actuary, Department of Insurance, a report on the prospective state of the Unemployment Insurance Fund, copy of which is appended hereto, marked Appendix II;

(c) from the Dominion Bureau of Statistics, a tabulation of 1962 benefit statistics, copy of which is appended hereto, marked Appendix III.

The Committee reports that the balance in the Unemployment Insurance Fund as at March 31, 1963, was \$9,692,829. This compares with the balance in the Fund at the end of each of the three preceding fiscal years as follows:

1963	\$ 9,692,000
1962	66,598,000
1961	184,685,000
1960	365,892,000

The following additional statistics provided in the financial statements of the Unemployment Insurance Commission are of particular interest (see table overleaf):

If the continued payment of benefits required that the Fund should be supplemented beyond what had already been provided for, the Committee recommended that the necessary provision should be made.

Figures supplied by the Unemployment Insurance Commission quoted in the Committee's report, showed that the Fund had suffered a loss in each of the four years 1960 to 1963, but that the depletion had been less rapid in 1962 than in either of the two previous years. The figure for 1963 was necessarily incomplete. In 1960 the Fund diminished by \$133,919,000, in 1961 by \$181,207,000, and in 1962 by \$118,087,000. In 1963, the loss up to the end of March was \$56,905,000.

Attached to the Committee's report as appendices were: financial and statistical statements of the Unemployment Insurance Commission for the fiscal year ended March 1, 1963; a report of the Senior Actuary on the prospective state of the Unemployment Insurance Fund; and a tabulation of 1962 benefit statistics by the Dominion Bureau of Statistics.

The report, less appendices, is printed below.

As shown above, the balance in the Unemployment Insurance Fund at the end of the fiscal year was about \$10 million. This small balance was wiped out in April and the Fund was enabled to continue to pay the claims received during April and May only by means of loans from the Government. At the end of April the deficit that had to be covered by a loan was \$23 million, and at the end of May it was \$37 million.

Provision had been made under the Appropriation Act in 1962-63 for a loan up to \$25 million, but this had not been required up to the end of the fiscal year at March 31, 1963. During April and May 1963 loans were made under the authority of Orders-in-Council 1963-547 of April 1, 1963 and 1963-702 of May 2, 1963. These loans were covered by an item in the 1963-64 Supplementary Estimates (tabled on May 29, 1963) empowering the Government to lend the Commission up to a maximum of \$55 million with interest.

The Special Committee of Inquiry, under the Chairmanship of Mr. E. C. Gill, which had been appointed in July 1961 to inquire into and report upon the suitability of the scope, basic principles and provisions of the Unemployment Insurance Act and the manner of operation thereof, submitted its Report including Recommendations to the Governor-in-Council in November 1962.

We are informed that these Recommendations are now under consideration by the Government but it is not yet known whether these will be adopted for consideration and approval of Parliament.

UNEMPLOYMENT INSURANCE FUND

	1963	1962	1961	1960
	(in thousands of dollars)			
Increase or decrease in balance from previous year.....	-56,905	-118,087	-181,207	-133,919
Contributions from employers and employees.....	286,430	277,789	275,273	228,616
Contributions from the Government of Canada.....	57,286	55,558	55,055	45,723
Amounts collected in penalties.....	103	90	63	52
Interest on Investments.....	2,466	6,800	9,980	16,855
Profit or loss on sale of securities.....		L. 622	L. 7,269	L. 8,414
Interest paid on loans.....		2,961	403	1,517
Total net revenue.....	346,285	336,253	332,698	281,215
Ordinary benefit payments.....	318,119	352,328	406,728	320,970
Seasonal benefit payments.....	85,071	102,411	107,178	94,264
Excess of expenditure over revenue.....	56,905	118,087	181,207	133,919

FISHING COVERAGE

Contributions from employers and employees.....	1,207	1,075	1,122	907
Contributions from Government of Canada.....	241	215	224	181
Benefit payments.....	10,882	11,650	11,785	11,024

OTHER STATISTICS

No. of initial claims for Unemployment Insurance received.....	1,507,000	1,613,000	1,814,000	1,742,000
Average No. of benefit weeks paid.....	13.4	14.3	16.4	16.0
Average weekly rate.....	\$24.27	\$24.02	\$23.12	\$21.43

Accordingly the Committee at this time simply endorses the opinion expressed by the Actuary in paragraph 19 of his Report that it is likely that the operation of the unemployment insurance scheme will continue substantially as at present for the coming year and that there appears to be no possibility of any amendments to the Unemployment Insurance Act significantly affecting the state of the Unemployment Insurance Fund before the summer of 1964.

In considering the prospective state of the Fund in the intervening period the Committee draws attention to the content of paragraphs 27 and 28 of the Actuary's Report which read as follows:

"27. If the unemployment conditions of 1963-64 should prove to be very similar to those of 1962-63, it can reasonably be expected that the Fund will recover from its deficit of \$37 million at the end of May 1963 to an amount of about \$42 million by December 1, 1963. By the end of the fiscal year 1963-64, a deficit of \$49 million would seem to be in prospect which might increase to approximately \$96 million by the end of May 1964.

"28. It would therefore appear to be necessary to supplement the resources of the Fund by some \$49 million to enable benefits to be paid to the end of March 1964. Moreover, if contribution revenues and benefit payments during the months of April and

May of 1963 are duplicated during the same months of 1964, a further \$47 million would be needed to provide for benefit payments to the end of May 1964. In the normal course of events, contribution revenues should exceed benefit payments in the summer months of 1964 under the present unemployment insurance scheme."

We recommend that if supplementation of the resources of the Fund beyond that already provided for is required for continued payment of benefits, provision should be made for this purpose.

The Committee feels it would be neglecting its duty if it did not at this time reiterate its concern that action be taken at the earliest possible date for revision of the unemployment insurance scheme.

The Committee was assisted in its study of the 1962-63 operations of the Unemployment Insurance scheme by the information and explanations provided by the Unemployment Insurance Commission, by Mr. J. W. Kroeker, Senior Actuary of the Department of Insurance, by the officers of the Dominion Bureau of Statistics and by Mr. H. D. Clark of the Department of Finance.

Respectfully submitted,

(Sgd.) A. H. BROWN,
Chairman.

July 15, 1963.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Total civilian labour force</i> (a)..... (000)	September	6,815	- 2.9	+ 2.6
Employed..... (000)	September	6,565	- 2.7	+ 2.8
Agriculture..... (000)	September	706	- 8.8	- 4.3
Non-agriculture..... (000)	September	5,859	- 1.9	+ 3.8
Paid workers..... (000)	September	5,383	- 2.8	+ 3.6
At work 35 hours or more..... (000)	September	5,613	+ 3.3	+ 0.9
At work less than 35 hours..... (000)	September	753	+20.1	+16.9
Employed but not at work..... (000)	September	199	-71.0	+12.4
Unemployed..... (000)	September	250	- 7.4	- 3.9
Atlantic..... (000)	September	34	- 2.9	-10.5
Quebec..... (000)	September	108	0.0	+11.3
Ontario..... (000)	September	57	-20.8	-23.0
Prairie..... (000)	September	23	0.0	+15.0
Pacific..... (000)	September	28	-12.5	- 9.7
Without work and seeking work..... (000)	September	237	- 6.0	- 4.1
On temporary layoff up to 30 days..... (000)	September	13	-27.8	0.0
<i>Industrial employment</i> (1949=100).....	July	127.5	0.0	+ 1.4
Manufacturing employment (1949=100).....	July	116.8	- 1.8	+ 1.1
<i>Immigration</i>	1st 6 mos.	41,444	—	+21.7
Destined to the labour force.....	1963	21,360	—	+24.1
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	September	63	+14.5	+31.3
No. of workers involved.....	September	9,583	-17.4	- 8.6
Duration in man days.....	September	86,320	+17.7	-25.8
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.)....	July	\$83.34	- 0.4	+ 3.0
Average hourly earnings (mfg.).....	July	\$ 1.93	- 0.5	+ 3.2
Average hours worked per week (mfg.).....	July	40.8	- 0.3	- 0.5
Average weekly wages (mfg.).....	July	\$78.57	- 1.4	+ 2.4
Consumer price index (1949=100).....	September	133.4	- 0.4	+ 1.8
Index numbers of weekly wages in 1949 dollars (1949=100).....	July	140.6	- 1.6	+ 0.5
Total labour income..... \$000,000.	July	1,830	- 1.8	+ 5.3
<i>Industrial Production</i>				
Total (average 1949=100).....	August	189.7	+ 2.8	+ 3.4
Manufacturing.....	August	168.7	+ 2.5	+ 3.9
Durables.....	August	169.3	- 3.6	- 7.2
Non-durables.....	August	176.6	+ 7.7	+ 5.5
<i>New Residential Construction</i> (b)				
Starts.....	September	10,927	- 2.9	+12.3
Completions.....	September	10,814	+24.5	+ 0.9

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

Employment and Unemployment, September

Employment declined by an estimated 181,000 to 6,565,000 between August and September.

During the summer months, a record number of students found temporary jobs, and with their return to school this fall, employment showed an above-average decrease for the month. Between August and September, the decrease in employment of persons 14 to 24 years of age amounted to 229,000. This decline was partly offset by a gain of 48,000 among persons 25 years of age and over.

Unemployment decreased by 20,000 during the month to 250,000.

Employment was 180,000 higher than a year ago, and unemployment showed little change.

Labour Force

The labour force in September was higher than a year earlier by 170,000, or 2.6 per cent. For men the increase was 1.3 per cent and for women, 5.8 per cent. This is the third consecutive month in which the over-the-year increase in the total labour force was of approximately this size. During the first six months of 1963, it averaged only about 1 per cent higher than in the same period last year.

Employment

About two-fifths of the employment decline between August and September was in agriculture. Much of the drop in non-farm employment was in the service industries. In both agriculture and the non-farm industries, the decreases were mainly the result of the return of students to school.

Employment in September was substantially higher than a year ago. At 6,565,000, the September estimate represented an increase of 180,000, or 2.8 per cent, over September 1962. The largest part of the advance was in service, manufacturing and trade.

In the week ended September 21, of the estimated 6,565,000 employed, 4,699,000 were men and 1,866,000 were women.

Women's employment has shown a strong advance as a result of a renewed upturn in recent months in service-producing industries. In September, women accounted for better than half the year-to-year increase in employment as opposed to less than one-third in June.

Unemployment

Unemployment decreased by an estimated 20,000 to 250,000 between August and September, largely as a result of students' leaving the labour market. Virtually all of the change took place among persons under 25 years of age.

Of the 250,000 unemployed in September, some 179,000 had been unemployed for three months or less. An estimated 27,000 had been seeking work for four to six months, and 44,000 for seven months or more.

Unemployment in September represented 3.7 per cent of the labour force, compared with 3.9 per cent a year earlier and 4.7 per cent two years ago. Seasonally adjusted, the September unemployment rate was 5.3 per cent, down from 5.6 per cent in August and from 5.7 per cent in September 1962.

Of the 250,000 unemployed, 192,000 were men, of whom 96,000 were married men. Of the 58,000 unemployed women, 17,000 were married.

Labour Market Areas

During the month, 19 labour market areas were reclassified, 16 to a grouping denoting a better balance between demand and supply of labour. Only one metropolitan area, Calgary, was reclassified from Group 3 (balance) to Group 2 (moderate labour surplus). (See table, facing page.)

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	Sept. 1963	Sept. 1962	Sept. 1963	Sept. 1962	Sept. 1963	Sept. 1962	Sept. 1963	Sept. 1962
Metropolitan.....			4	3	8	9		
Major Industrial.....	1	1	10	14	15	11		
Major Agricultural.....			1	1	12	13	1	
Minor.....			9	11	47	45	2	2
Total.....	1	1	24	29	82	78	3	2

CLASSIFICATION OF LABOUR MARKET AREAS—SEPTEMBER

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		CALGARY ← Quebec-Levis St. John's Vancouver- New Westminster	Edmonton Halifax Hamilton → MONTREAL Ottawa-Hull Toronto → WINDSOR Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	Oshawa	Joliette Lac St. Jean Moncton New Glasgow Rouyn-Val d'Or Saint John Shawinigan Sherbrooke Sydney Trois Rivières	Brantford Corner Brook Cornwall → FARNHAM-GRANBY Fort William- Port Arthur Guelph Kingston Kitchener London → NIAGARA PENINSULA → PETERBOROUGH → SARNIA Sudbury Timmins- Kirkland Lake Victoria	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agricultural activity)		Thetford-Lac Megantic and Ville St. Georges	Barrie Brandon Charlottetown Chatham Lethbridge Moose Jaw Prince Albert Red Deer Regina Rivière du Loup Saskatoon Yorkton	→ NORTH BATTLEFORD
MINOR AREAS (labour force 10,000 to 25,000)		Campbellton Dawson Creek FREDERICTON ← Gaspé Lindsay Prince George- Quesnel Ste. Agathe- St. Jerome ST. STEPHEN ← Valleyfield	Bathurst → BEAUHARNOIS Belleville-Trenton Bracebridge → BRAMPTON Bridgewater Central Vancouver Island Chilliwack Cranbrook Dauphin Drumheller → DRUMMONDVILLE Edmundston Galt Goderich Grand Falls Kamloops Kentville Kitimat Lachute-St. Therese Listowel Medicine Hat Montmagny → NEWCASTLE North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince Rupert → QUEBEC NORTH SHORE → RIMOUSKI St. Hyacinthe → ST. JEAN St. Thomas Sault Ste. Marie Simcoe Sorel	Swift Current Weyburn
		Group 3 (Concluded) → Stratford → SUMMERSIDE Trail-Nelson Truro Victoriaville Walkerton → WOODSTOCK, N.B. Woodstock- Tillsonburg Yarmouth		

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 491, June issue.

Industrial Fatalities in Canada during Second Quarter of 1963

Deaths from industrial accidents during second quarter of year numbered 232, increase of 8 from number in previous quarter

A preliminary count of reports received by the Department of Labour shows that there were 232* industrial fatalities in Canada during the second quarter of 1963.

During the previous quarter, 224 fatalities were recorded, including 34 in a supplementary list. In the second quarter of the previous year, 258 fatalities were recorded.

During the second quarter of 1963, there were three accidents that each resulted in the deaths of three or more persons. On April 9, four men were lost when the Louisburg, N.S., fishing vessel *Elizabeth and Leonard* disappeared during a fierce storm in the Gulf of St. Lawrence. On April 6, three firemen were crushed to death, or died later of injuries received, when a burned-out building in Montreal, Que., collapsed on them. On June 7, three men died when their aircraft crashed near Princeton, B.C.

The largest number of fatalities, 51, occurred in the construction industry. Of the 51 fatalities, 15 were in buildings and structures, 10 in highways and bridges, and 26 in miscellaneous construction.

In the manufacturing industry, 11 of the 36 fatalities were in iron and steel products, 5 in wood products, 4 in food and beverages, 3 each in transportation equipment products and non-ferrous metal products, 2 each in paper products, non-metallic mineral products, products of petroleum and coal, and chemical products, and 1 each in electrical apparatus products and miscellaneous manufacturing products.

*See Tables H-1 and H-2 at back of book. The number of fatalities that occur during a quarter is usually greater than the figures quoted in the quarterly articles. Information on accidents that occur but are not reported in time for inclusion is recorded in supplementary lists, and statistics are amended accordingly.

The 29 fatalities that were recorded during the second quarter in the transportation, storage and communication industry were distributed as follows: 17 in local and highway transportation; 5 in railway transportation; 2 each in street and electrical railways transportation and in water transportation; and 1 each in storage, telegraphs and telephones, and miscellaneous transportation.

In the mining and quarrying industry, 19 of the 29 fatalities were in metal mining, 2 in coal mining and 8 in non-metallic mineral mining.

The number of fatalities recorded in the service industry during the quarter was 23.

An analysis of the 232 fatalities during the second quarter of 1963 shows that 53 (23 per cent) were caused by falls and slips; all but 10 were the result of falls from different levels.

Forty-five fatalities were due to collisions, derailments, wrecks, etc.; 25 of them involved automobiles and trucks, 9 involved tractors and loadmobiles, 6 involved aircraft, 3 involved railways and 2 involved other transport agencies.

Forty-five fatalities were the result of being struck by different objects: 34 of these were in the category "other objects" such as falling trees and limbs and land-slides or cave-ins, etc.; 7 were caused by tools, machinery, cranes, etc., and 4 by moving vehicles.

Twenty-eight fatalities were the result of inhalation, absorptions, asphyxiation and industrial diseases.

The remaining 61 fatalities were distributed as follows: 24 were the result of being caught in, on or between; 19 the result of conflagrations, temperature ex-

(Continued on page 932)

The industrial fatalities recorded in this quarterly article are fatal accidents that involved persons gainfully employed and that occurred during the course of, or arose out of their employment, including deaths that resulted from industrial diseases. Statistics on industrial fatalities are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups is not as complete as in industries covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

Collective Bargaining, Third Quarter, 1963

Collective bargaining in Canada during the third quarter of 1963 resulted in 60 settlements applying to bargaining units of 500 or more employees outside the construction sector. About 82,000 workers in a wide range of industries were covered by these settlements.

Of particular interest was extensive bargaining activity in the longshoring industry, pattern settlements in the logging and pulp and paper industries and the establishment of a company-wide welfare plan by Dominion Steel and Coal Corporation and the United Steelworkers.

Collective bargaining during the quarter in the longshoring industry on the Great Lakes and on the East and West Coasts led to four major settlements covering about 4,300 port workers.

In July, the **International Longshoremen's Association** concluded a two-year agreement on behalf of longshoremen in Hamilton and Toronto. Five companies—**Eastern Canada Stevedoring, Cullen Stevedoring, Pittston Stevedoring, Brown and Ryan Limited** and **Economic Stevedoring**—were parties to this settlement, which provided for wage increases of 10 cents an hour retroactive to January 1, 1963 and 9 cents an hour effective January 1, 1964, as well as an increase from 11 cents an hour to 15 cents an hour, in two steps, in welfare benefits.

Another two-year agreement was negotiated by the ILA on behalf of **CNR stevedores** at North Sydney, N.S. This contract provides for two annual wage increases of 4 cents an hour.

In August, the **Railway Clerks** negotiated a one-year agreement with **Canada Steamship Lines** that covers freight handlers, checkers and related occupations at several Great Lakes ports. In addition to granting a wage increase of 6 cents an hour, the company agreed to increase its contribution to a health and welfare plan from 20 cents to 35 cents a day.

In the longshoring industry on the West Coast, the **International Longshoremen's and Warehousemen's Union**, after more than a year of negotiations, in August signed two master agreements: with the Shipping Federation of British Columbia and the B.C. Wharf Operators' Association (L.G., Sept., p. 772).

The agreement with the Shipping Federation consolidates four previous contracts, one covering five deepsea longshoremen's locals and three applying to locals composed of checkers, grain liners and first aid attendants. The Wharf Operators' agreement supersedes a number of separate contracts with individual employers. The master agreements are for a term of three years, from August 1, 1963 to July 31, 1966.

Approximately 2,400 port workers at Vancouver, New Westminster, Port Alberni, Victoria, Chemainus and Prince Rupert are covered by these agreements. The majority of the workers—deepsea longshoremen who load and discharge vessels, marine checkers who tally cargo, grain liners who prepare vessels for receiving cargoes of bulk grain, and first aid men—are covered by the Shipping Federation agreement. The agreement with the Wharf Operators' Association applies to dock and coastwise work.

The previous Shipping Federation agreements had expired July 31, 1962; those with the Wharf Operators' Association had terminated, on other dates. Initially, the two employers' associations conducted negotiations with the Longshoremen and Warehousemen separately. Union demands for a master agreement covering all phases of the industry, and questions concerning the size and composition of work gangs as operations were being mechanized were major issues in the negotiations.

Conciliation boards were appointed when direct bargaining did not resolve the dispute. In May, the conciliation board inquiring into the dispute between the union and the Shipping Federation recommended the resumption of direct bargaining, with both employers' associations negotiating parallel contracts at the same time and place. The Shipping Federation and the Wharf Operators' Association began to bargain jointly in June.

At the end of June, members of the union voted in favour of strike action, and a one-day work stoppage was called on July 19. Another strike was scheduled for July 28, but this was averted by further negotiations that led to the settlement in August.

The two agreements provide for general wage increases of 15 cents an hour on August 1, 1963, 10 cents an hour on February 1, 1964, 8 cents an hour on August 1, 1964 and 11 cents an hour on August 1,

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

1965. Moreover, higher premiums, ranging from 15 to 30 cents an hour, are added to wage rates for special occupations.

Under the agreement with the Shipping Federation, provision is made for settlement pay of \$180 for workers at most ports employed July 31, 1962 and still employed at the time of settlement. The agreement with the Wharf Operators' Association makes no provision for settlement pay but gives additional wage increases of at least 60 cents an hour in four steps to achieve parity with Shipping Federation wage rates.

Uniform holiday and vacation provisions and welfare benefits are characteristic of the settlement, and credits accumulated by employees are to be portable between the two groups.

A single welfare plan, financed equally by employers and employees, is to be established by the end of 1963, and by 1968, existing pension plans will be consolidated into a single plan. In the meantime, welfare benefits are to be improved to the extent permitted by increased contributions from employers and employees. Furthermore, employers heretofore paying less than 16 cents an hour toward pension plans are committed to increasing their contributions to that amount.

The master agreements provide for a three-shift system for the handling of bulk cargo—eight hours work or pay being guaranteed at straight-time on the day shift, seven and a half hours at time and one half on the evening shift and six and a half hours at double time on the night shift. Management has the right to transfer employees to different operations in order to provide full shift guarantees. However, half shift guarantees will apply in the event of inclement weather, fog, non-arrival of vessels and mechanical failures if the dock workers are not ordered to stand by. Under the previous Shipping Federation agreement, there was only a day shift with a night shift when men were available.

During the first year of the agreements, possible transition to a two-shift arrangement coupled with guarantees is to be negotiated without affect on the term of the agreements and without recourse to strike action or arbitration.

The agreements specify basic work gangs of at least eight men, a reduction from the previous gang size of 13 workers, and provide for smaller work gangs on special operations.

Outstanding among the terms of the two agreements is a new Automation Protection Plan. The plan contains provisions to ensure no layoffs by reason of technological change; an employment guarantee of 35

hours a week or 1,820 hours a year unless the volume of cargo handling declines; retraining, without loss of income, for workers affected by mechanization; relocation of workers displaced by mechanization to different ports.

The Automation Protection Plan makes provision also for supplementary pensions for employees retiring before the age of 65. A supplementary pension totalling \$10,800 at \$300 a month is to be paid to employees with 25 or more years of service who are retired at age 62 because of technological change. For employees with at least 25 years of service who retire voluntarily at age 62, or on normal retirement at age 65, or at any age after 15 years of service because of disability, the supplementary pension will total \$7,200 at \$100 a month. Should a pensioner die before receiving all of his supplementary pension, the balance of the benefits will be paid to his beneficiary.

Near the end of September, a conciliation board established to assist in negotiations between the Montreal, Three Rivers and Quebec City locals of the **ILA** and the **Shipping Federation of Canada** released a report containing unanimous recommendations. The board recommended two-year agreements with wage increases totalling 19 cents an hour, an additional contribution by employers of 3 cents an hour for fringe benefits, and new vacation allowances based on 4 per cent of earnings instead of the current 8 cents per hour worked.

Also recommended was an enquiry into the administration and operation of the Shipping Federation of Canada—ILA Trust Funds and the establishment of joint committees to study suggested changes in working conditions and modifications to the pension plan.

The union had proposed a wage increase of 35 cents an hour and the equivalent of 9 cents an hour for improvements in the pension and welfare fund and vacation pay.

On September 9 and 10, longshoremen in Montreal and Three Rivers struck in protest against delays in reaching a settlement. At the end of the month, the ILA members rejected the board's recommendations. Approximately 3,800 workers at Montreal, Three Rivers and Quebec City went on strike October 4, thus bringing shipping on the St. Lawrence River to a standstill.

In the British Columbia salmon fishing industry, about 10,000 shore workers, tendermen and fishermen, represented by the **United Fishermen and Allied Workers' Union** went on strike against member firms of the **Fisheries Association of B.C.**

The strike began July 15 after a government supervised strike vote in which the tendermen voted against a work stoppage but the shore workers in fish processing, fresh fish and cold storage plants voted for strike action. The prices for various species of salmon were the main issue in the strike. After three weeks the strike came to an end when the tendermen and shore workers accepted a one-year contract that increases wages by 4 per cent and the fishermen agreed to arbitration of salmon prices.

In the logging industry in northern Ontario, the **Carpenters (Lumber and Sawmill Workers)** continued negotiations for new contracts based on the pattern established earlier in the year. Earlier settlements had resulted in two-year agreements giving wage increases of 6 cents an hour for hourly-paid workers and 4 per cent for piece workers, and reducing the work week from 44 to 40 hours with maintenance of pay.

In July, two arbitration boards that had been appointed in February after a strike by employees of **Kimberly-Clark** and **Spruce Falls Power and Paper** at Kapuskasing, Longlac and Geraldton, Ont. (L.G., April, p. 299) handed down their awards. The awards apply the pattern for the industry to the two companies.

In the dispute between the union and Kimberly-Clark, the company nominee on the board dissented on the grounds that, as a kraft pulp operation, the company's problems were different from those of a newsprint mill. The board enquiring into the dispute between the Carpenters and Spruce Falls Power and Paper allowed a compromise between the union's demand for a five-day work schedule and the company's contention that seven-day operations were necessary during the winter hauling period if hours of work were to be reduced. The board set out a seven-day schedule for eight weeks between January 1 and March 15, with premium pay for work during the period.

During the quarter the Carpenters (Lumber and Sawmill Workers) signed other agreements along the industry pattern with **Northern Forest Products** and **Marathon Corporation of Canada**.

In the eastern Canadian pulp and paper industry, collective bargaining led to 12 major settlements covering 10,400 workers in New Brunswick, Quebec and Ontario. Most of the settlements followed the pattern set in the contracts negotiated in the industry earlier in the year. The majority of the earlier eastern settlements gave no

general wage increases but provided for occupational adjustments, higher shift premiums, amended vacation clauses, new pension and insurance schedules and higher company contributions to weekly indemnity, life, hospital and medical insurance plans.

The companies that during the summer signed two-year contracts along these lines were: **Bathurst Power and Paper** and **Fraser Companies** in New Brunswick; **Quebec North Shore Paper**, **Price Brothers** and **Consolidated Paper** in Quebec; and **K.V.P. Company** in northern Ontario. The **E.B. Eddy Company** in Quebec signed a one-year agreement embodying similar terms.

Under two-year agreements signed by **Domtar Newsprint**, the Company's employees at Donnacona, Quebec, are to receive two annual wage increases of 3 cents an hour, and at Red Rock, Ont., a general wage increase of 2 cents an hour, in addition to other benefits.

The major unions that negotiated most of these agreements were the **Papermakers** and the **Pulp and Paper Mill Workers**. The **Pulp and Paper Workers' Federation (CNTU)** was party to two settlements with companies in Quebec.

In British Columbia a new union, the **Pulp and Paper Workers of Canada**, signed one-year agreements with **Celgar Limited**, **Watson Island**, **Rayonier Canada**, **Woodfibre**, and **B.C. Forest Products**, **Crofton**, whose employees had previously been represented by the **Pulp and Paper Mill Workers**. These agreements, which give a general wage increase of 4 per cent, follow the pattern of an earlier settlement negotiated with other plants in the industry by the **Pulp and Paper Mill Workers**.

On July 17, the **United Steelworkers** signed their first agreement with the **International Nickel Company** since displacing the **Mine, Mill and Smelter Workers** as bargaining agent at Sudbury and Port Colborne. About 13,000 workers were covered by the settlement.

The major issues in dispute during negotiations had been wages, the type of pension plan and union security. The new agreement provides for wage increases totalling 8 per cent over a period of three years. A non-contributory pension plan, now part of the agreement, establishes normal retirement benefits of \$5.75 a month per year of service and, until an employee qualifies for the government old age pension, a supplemental benefit of 50 cents a month per year of service. A compulsory check-off of union dues, provided for in the previous agreement with the **Mine, Mill and Smelter Workers**, is included in the new contract.

Other features of the settlement include an increase from \$2,500 to \$5,000 in group life insurance, with the company and employees sharing the cost equally; a weekly sickness and accident indemnity of \$50 payable up to 32 weeks (formerly \$40 payable up to 26 weeks); Physicians Services Incorporated Blue Plan, to supersede previous medical insurance arrangements, with the company paying 60 per cent of the premiums.

After nearly a year of negotiations, the **Dominion Steel and Coal Corporation** signed a three-year agreement with the **Steelworkers** in July that covers about 2,700 workers at Sydney, N.S. The previous agreement had expired July 31, 1962 and negotiations were opened the following month. The union was seeking, among other contract changes, wage parity with major steel plants in Ontario, improvements to pension and vacation provisions, and job security. As negotiations went forward, the union membership turned down the proposed terms of settlement in votes held in January, March and June.

The terms of settlement that were endorsed by the union members in mid-July include a wage increase of 4½ cents an hour at the beginning of August 1964 and higher company contributions toward welfare and pension plans. Under an S.U.B. plan, maximum benefits will be \$47 a week for single employees and \$56 a week for married employees with dependants.

In August, the Steelworkers and Dominion Steel and Coal signed a corporation-wide welfare agreement in Montreal that supersedes a number of separate welfare plans. It will cover about 8,000 employees in Sydney and Trenton, N.S.; Wabana and Bell Island, Nfld.; at the Montreal and Truscon Works in Quebec; and at the

Etobicoke and Canadian Bridge Works in Ontario. The welfare plan, which is contributory, includes group life insurance of \$4,000 and \$5,000, depending on the employees' wage rates, accidental death and dismemberment coverage, a weekly sickness indemnity of \$50 payable up to 26 weeks, and hospital, medical and surgical coverage consistent with plans in the different provinces. A union-management committee was established under the agreement for the purposes of administration and joint consultation at regular intervals.

In the Nova Scotia coal mining industry, subsidiaries of Dominion Steel and Coal Corporation—**Dominion Coal, Old Sydney Collieries and Acadia Coal**—signed two-year agreements with the **United Mine Workers** in September, after a year of negotiations. Nearly 7,000 coal miners are covered by the new contract, which replaces agreements that had expired December 31, 1962.

In the course of the negotiations the union, which had asked for wage increases totalling \$1 a day, two additional paid holidays and three weeks vacation with pay in a two-year contract, applied for the services of a conciliation board. A board was constituted in March under the chairmanship of Judge A. F. McKinnon. In a majority report, signed by the chairman and the union nominee, the board recommended wage increases of 30 cents a day retroactive to January 1, 1963, 40 cents a day effective January 1, 1964, 30 cents a day to take effect July 1, 1964, and three additional paid holidays, with no change in the existing provision for two weeks vacation.

The recommendations of the board were accepted in August by the company and, in a vote in mid-September, by the union members.

Collective Bargaining Scene

Agreements covering 500 or more employees,
excluding those in the construction industry

Part I—Agreements Expiring During October, November and December

(except those under negotiation in September)

Company and Location	Union
Acme, Borden's & other dairies, Toronto, Ont.	Teamsters (Ind.)
Assn. Patronale des Inst. Religieuses (5 hospitals), St. Hyacinthe & other centres, Que.	Service Empl. Federation (CNTU)
Assn. Patronale des Mfrs. de Chaussures, Quebec, Que.	Leather & Shoe Wkrs. Federation (CNTU)
C.B.C., company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
Cdn. General Electric, Guelph, Peterborough & Toronto, Ont.	U.E. (Ind.)
Cdn. Marconi, Montreal, Que.	Salaried Empl. Assn. (Ind.)
Cdn. Vickers, Montreal, Que.	Metal Trades' Federation (CNTU)
CNR, CPR & other railways	15 Unions (non-operating empl.)
CNR, system-wide	Trainmen (AFL-CIO/CLC)
CPR, system-wide	Trainmen (AFL-CIO/CLC)
Cyanamid of Canada, Welland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
G. T. Davie & Sons, Lauzon, Que.	Metal Trades' Federation (CNTU)
Davie Shipbuilding, Lauzon, Que.	Metal Trades' Federation (CNTU)
Dominion Corset, Quebec, Que.	Empl. Assn. (Ind.)
Dominion Stores, Toronto & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Dress Mfrs. Guild (Sportswear Div.), Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
DuPont of Canada, Shawinigan, Que.	Cellulose Wkrs. Assn. (Ind.)
Eastern Canada Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	I.B.E.W. (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Handbag Mfrs. Council, Montreal, Que.	Leather & Plastic Wkrs. (AFL-CIO/CLC)
Hollinger Gold Mines, Timmins, Ont.	Steelworkers (AFL-CIO/CLC)
Marine Industries, Sorel, Que.	Metal Trades' Federation (CNTU)
Maritime Tel. & Tel. & Eastern Electric, company-wide	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
Miramichi River ports shippers, N.B.	Miramichi Trades & Labour (Ind.)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Northwestern Utilities & Cdn. West. Natural Gas, Alta.	Empl. Benefit Assn. (Ind.) & Empl. Welfare Assn. (Ind.)
North York Township, Ont.	Public Empl. (CLC) (outside empl.)
Ottawa City, Ont.	Public Empl. (CLC)
Ottawa Transportation Commission, Ottawa, Ont.	Street Railway Empl. (AFL-CIO/CLC)
Polymer Corp., Sarnia, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Quebec Hydro-Electric Comm., Montreal, Que.	Public Empl. (CLC) (outside empl.)
Regina General Hospital, Regina, Sask.	Public Empl. (CLC)
Royal Victoria Hospital, Montreal, Que.	Bldg. Service Empl. (AFL-CIO/CLC)
Scarborough Township, Ont.	Public Empl. (CLC) (outside empl.)
St. Lawrence Seaway Authority	Railway, Transport & General Wkrs. (CLC)
Shawinigan Water and Power, province-wide, Que.	Empl. Assn. (Ind.)
Smith & Stone, Georgetown, Ont.	Mine Wkrs. (Ind.)
Toronto Transit Commission, Toronto, Ont.	Street Railway Empl. (AFL-CIO/CLC)
Toronto Board of Education, Toronto, Ont.	Public Empl. (CLC) (assistant caretakers)
Toronto Western Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
University Hospital, Saskatoon, Sask.	Building Service Empl. (AFL-CIO/CLC)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside empl.)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Winnipeg City, Man.	Fire Fighters (AFL-CIO/CLC)

Part II—Negotiations in Progress During September

Bargaining

Company and Location	Union
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (clerical empl.)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (communications salesmen)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (craft & services empl.)

Company and Location

Bell Telephone, Que. & Ont.
 Belt Mfrs. Assn., Montreal, Que.
 Bowater's Nfld. Pulp & Paper, Corner Brook, Nfld.
 Cdn. Steel Foundries, Montreal, Que.
 Commission des Ecoles Catholiques, Montreal, Que.
 Crane Limited, Montreal, Que.
 Dominion Oilcloth & Linoleum, Montreal, Que.
 Dominion Steel & Coal, Montreal, Que.
 Dominion Steel & Coal, Trenton, N.S.
 Dominion Stores, Montreal & vicinity, Que.
 Dornier Newsprint (Woodlands Div.), Riviere Jacques Cartier, Que.
 Dornier Pulp & Paper (Kraft & Boxboard Div.), Windsor, Que.
 Dow Chemical, Sarnia, Ont.
 DuPont of Canada, Maitland, Ont.
 Food stores (various), Winnipeg & Transcona, Man.
 Hotel Dieu St. Vallier, Chicoutimi, Que.
 House of Seagram, Que., Ont. & B.C.
 Kelly, Douglas & Co., Vancouver & other centres, B.C.
 Manitoba Hydro
 Manitoba Rolling Mill, Selkirk, Man.
 McIntyre Porcupine Mines, Schumacher, Ont.
 Molson's Brewery, Montreal, Que.
 New Brunswick Power Commission, province-wide
 Nfld. Employers' Assn., St. John's, Nfld.
 Page-Hersey Tubes, Welland, Ont.
 Quebec Cartier Mining, Port Cartier & Lac Jeannine, Que.
 Quebec Natural Gas, Montreal, Que.
 Soo-Security Motorways, Ont., Man., Sask. & Alta.
 T.C.A., company-wide
 T.C.A., company-wide
 Wabasso Cotton, Grand'Mere, Shawinigan & Three Rivers, Que.
 Winnipeg Metro., Man.
 Winnipeg Metro., (Transit Dept.), Man.

Assn. Patronale des Services Hospitaliers (5 hospitals), Drummondville & other centres, Que.
 C.B.C., company-wide
 Denison Mines, Elliot Lake, Ont.
 Domil Limited, Sherbrooke, Que.
 Dominion Electrohome Industries, Kitchener, Ont.
 Employing Printers' Assn., Montreal, Que.
 Ontario Paper, Thorold, Ont.
 Shipbuilders (various), Vancouver & Victoria B.C.

Assn. Patronale des Services Hospitaliers, Quebec, Que.
 Assn. Patronale des Services Hospitaliers, Quebec, Que.
 CBC, company-wide
 Fittings Limited, Oshawa, Ont.
 Hospitals (13), Montreal and other centres, Que.
 K.V.P. Company, Espanola, Ont.
 Shipping Federation of Canada, Halifax, N.S.; Saint John, N.B.; Montreal, Quebec & Three Rivers, Que.

Union

Traffic Empl. (Ind.)
 Ladies' Garment Wkrs. (AFL-CIO/CLC)
 Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
 Steel & Foundry Wkrs. (Ind.)
 Public Service Empl. Federation (CNTU) (maintenance empl.)
 Steelworkers (AFL-CIO/CLC)
 CNTU-chartered local
 Steelworkers (AFL-CIO/CLC)
 Steelworkers (AFL-CIO/CLC)
 Retail Clerks (AFL-CIO/CLC)
 Pulp and Paper Wkrs. Federation (CNTU)
 Pulp and Paper Wkrs. Federation (CNTU)
 Oil Wkrs. (AFL-CIO/CLC)
 Chemical Wkrs. (AFL-CIO/CLC)
 Retail Clerks (AFL-CIO/CLC)
 Service Empl. Federation (CNTU)
 Distillery Wkrs. (AFL-CIO/CLC)
 Empl. Assn. (Ind.)
 I.B.E.W. (AFL-CIO/CLC)
 Steelworkers (AFL-CIO/CLC)
 Steelworkers (AFL-CIO/CLC)
 Empl. Assn. (Ind.)
 I.B.E.W. (AFL-CIO/CLC)
 Longshoremens' Protective Union (Ind.)
 U.E. (Ind.)
 Steelworkers (AFL-CIO/CLC)
 Chemical Wkrs (AFL-CIO/CLC)
 Teamsters (Ind.)
 Air Line Flight Attendants (CLC)
 Sales Empl. (Ind.)
 United Textile Wkrs. (AFL-CIO/CLC)
 Public Empl. (CLC)
 Street Railway Empl. (AFL-CIO/CLC)

Conciliation Officer

Service Empl. Federation (CNTU)
 Public Empl. (ARTEC) (CLC)
 Steelworkers (AFL-CIO/CLC)
 Textile Federation (CNTU)
 Nat. Council of Cdn. Labour (Ind.)
 Bookbinders (AFL-CIO/CLC)
 Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
 Various unions

Conciliation Board

Service Empl. Federation (CNTU) (female empl.)
 Service Empl. Federation (CNTU) (male empl.)
 Broadcast Empl. (AFL-CIO/CLC)
 Steelworkers (AFL-CIO/CLC)
 Service Empl. Federation (CNTU) (registered nurses)
 Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
 I.L.A. (AFL-CIO/CLC)

Post-Conciliation Bargaining

Company and Location	Union
Council of Printing Industries, Toronto, Ont.	Typographical Union (AFL-CIO/CLC) (composing room empl.)
Union composing rooms, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)

Arbitration

Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Quebec Hydro-Electric Comm., Montreal, Que.	Office Empl. Assn. (Ind.)

Work Stoppage

Dominion Rubber (Rubber Div.), St. Jerome, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Regent Knitting Mills, St. Jerome, Que.	Textile Wkrs. Union (AFL-CIO/CLC)

Part III—Settlements Reached During September 1963

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximately.)

AYERS LIMITED, LACHUTE, QUE.—UNITED TEXTILE WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 530 empl.—wage increases of 5¢ an hr. retroactive to June 1, 1963, 4¢ an hr. eff. June 1, 1964 and 4¢ an hr. eff. June 1, 1965; time and a half after 45 hrs. of work (formerly after 48 hrs.); vacation pay to be 2% of earnings for employees with less than 5 yrs. of service, 4% of earnings after 5 yrs. of service, 5% of earnings after 10 yrs. of service, 6% of earnings after 20 yrs. of service and 7% of earnings after 25 yrs. of service.

C.I.L., McMASTERVILLE, QUE.—CNTU-CHARTERED LOCAL: 3-yr. agreement covering 550 empl.—settlement pay of \$25 prorated; wage increases of 10¢ to 12¢ an hr., depending on classification, eff. Sept. 26, 1963, 5¢ an hr. eff. Aug. 8, 1964 and 5¢ an hr. eff. Aug. 8, 1965; evening and night shift premiums increased to 9¢ and 10¢ respectively (formerly 8¢ and 9¢); rate for labourer on Aug 8, 1965 will be \$1.93 an hr.

CONSOLIDATED PAPER, GRAND'MERE, QUE.—PAPERMAKERS (AFL-CIO/CLC) & PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 570 empl.—no general wage changes; classification adjustments of 1¢ to 3¢ an hr.; evening and night shift premiums increased to 8¢ and 11¢ respectively (formerly 7¢ and 10¢); 4 wks. vacation with 8% of annual earnings after 20 yrs. of service, eff. Jan. 1, 1964 (at present after 25 yrs.); improvements to sickness benefit, group life insurance and retirement income plans; English and French versions of agreement to have parity of meaning; rate for labourer \$2.03.

CONSOLIDATED PAPER, NICAUBA, QUE.—BUSH WKRS., FARMERS' UNION (IND.): 18-mo. agreement covering 500 empl.—wage increases of 7¢ an hr. retroactive to Aug. 24, 1963 and 6¢ an hr. eff. Feb. 26, 1964 for hourly-rated employees; piece rate increase of 25¢ per 100 cu. ft. solid; rate for stump wood to be \$7.45 a cord and rate for unstump wood to be \$6.55 a cord; rate for labourer on Feb. 26, 1964 will be \$1.28 an hr.

CONSOLIDATED PAPER, PORT ALFRED, QUE.—PULP & PAPER WKRS. FEDERATION (CNTU): classification adjustments arising from wage reopener provided for in agreement, covering 630 empl., that was due to expire April 30, 1964; agreement extended to April 30, 1965; evening and night shift premiums increased to 8¢ and 11¢ respectively (formerly 7¢ and 10¢); 4 wks. vacation with 8% of annual earnings after 20 yrs. of service eff. Jan. 1, 1964 (at present after 25 yrs.); rate for labourer \$2.03 an hr.

CONSOLIDATED PAPER, SHAWINIGAN, QUE.—PAPERMAKERS (AFL-CIO/CLC) & PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 600 empl.—no general wage changes; classification adjustments of 1¢ to 4¢ an hr.; evening and night shift premiums increased to 8¢ and 11¢ respectively (formerly 7¢ and 10¢); 4 wks. vacation with 8% of annual earnings after 20 yrs. of service eff. Jan. 1, 1964 (at present after 25 yrs.); provision for jury duty allowance introduced; improvements to sickness benefit, group life insurance and retirement income plans; rate for labourer \$2.03 an hr.

DOMINION COAL, GLACE BAY, N.S.—MINE WKRS. (IND.): 2-yr. agreement covering 5,500 empl.—wage increases of 30¢ a day retroactive to Jan. 1, 1963, 40¢ a day eff. Jan. 1, 1964 and 30¢ a day eff. July 1, 1964; additional paid holiday in 1963 plus 2 additional paid holidays in 1964, making a total of 8 paid holidays; rate for labourer on Jan. 1, 1964 will be \$13 a day.

DOMINION RUBBER (TIRE DIV.), KITCHENER, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 1,200 empl.—wage increases of 6¢ an hr. retroactive to May 5, 1963 and 6¢ an hr. eff. May 4, 1964; minimum vacation pay to be \$50 a wk. for male employees (formerly \$40) and \$40 a wk. for female employees (formerly \$30); monthly supplementary pension to be \$2.20 per yr. of service (formerly \$1.96 per yr. of service) to a maximum of \$65; rate for janitor on May 4, 1964 will be \$1.94½ an hr.

DOMTAR PULP & PAPER (NEWSPRINT DIV.), RED ROCK, ONT.—PAPERMAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 2-yr. agreement covering 500 empl.—general wage increase of 2¢ an hr. eff. May 1, 1964; classification adjustment of 3¢ an hr. for mechanical trades; evening and night shift premiums increased to 8¢ and 11¢ respectively (formerly 7¢ and 10¢); 4 wks. vacation after 20 yrs. of service eff. Jan. 1, 1964 (at present after 25 yrs.); company contributions toward welfare plan increased by \$2 a mo. for married employees and \$1.50 a mo. for single employees eff. May 1, 1963 and to be increased further by \$2 a mo. for married employees and 75¢ a mo. for single employees eff. May 1, 1964; employee contribution toward group life insurance to be 40¢ per \$1,000; rate for labourer \$2.10 an hr.

DONOHUE BROS., CLERMONT, QUE.—CARPENTERS (LUMBER & SAWMILL WKRS.) (AFL-CIO/CLC): wage increases of 6¢ an hr. for hourly rated empl. and 12¢ a cord for piece rate empl. eff. Aug. 1, 1963 arising from wage reopener provided for in agreement covering 600 empl. concluded in March (L.G., April, p. 304); rate for stump wood \$6.72 a cord and rate for labourer \$1.18 an hr.

GOODYEAR TIRE & RUBBER, ST. HYACINTHE, QUE.—TEXTILE FEDERATION (CNTU): 3-yr. agreement covering 650 empl.—wage increases of 6¢ an hr. retroactive to June 6, 1963, 6¢ an hr. eff. June 1964 and 6¢ an hr. eff. June 1965; 4 wks. vacation after 22 yrs. of service (formerly after 25 yrs.); S.U.B. and severance pay plan established; fatigue allowance introduced; job evaluation plan to be installed jointly.

HAMILTON CITY, ONT.—PUBLIC EMPL. (CLC) (OFFICE EMPL.): 2-yr. agreement covering 550 empl.—wage increases of \$2.36 a wk. and \$2.60 a wk., depending on classification, retroactive to Feb. 3, 1963; additional wage increases of \$2.36 a wk. and \$2.60 a wk. eff. Feb. 2, 1964; 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.); 4 wks. vacation after 25 yrs. of service (new provision).

MARATHON CORP., PORT ARTHUR, ONT.—CARPENTERS (LUMBER & SAWMILL WKRS.) (AFL-CIO/CLC): 27-mo. agreement covering 600 empl.—wage increases of 6¢ an hr. on hourly rates and 2% on piece work rates retroactive to Sept. 1, 1962; additional wage increase of 2% on piece work rates eff. Sept. 23, 1963; weekly hrs. for day work classifications reduced from 44 to 40 with maintenance of pay eff. Sept. 23, 1963.

MINER RUBBER, GRANBY, QUE.—RUBBER WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 730 empl.—wage increases of 1½¢ an hr. retroactive to July 1, 1963, 2¢ an hr. eff. April 1, 1964 and 2¢ an hr. eff. April 1, 1965; weekly hrs. of work to be reduced from 45 to 43½ with maintenance of pay eff. Jan. 1, 1965; night shift premium increased to 7¢ (formerly 5¢); 3 wks. vacation after 13 yrs. of service in 1963 (formerly after 15 yrs.) and after 11 yrs. of service in 1964.

OLD SYDNEY COLLIERIES, SYDNEY MINES, N.S.—MINE WKRS. (IND.): 2-yr. agreement covering 1,000 empl.—terms similar to Dominion Coal settlement.

PRICE BROS., KENOGLAM & RIVERBEND, QUE.—PULP & PAPER WKRS. FEDERATION (CNTU): 2-yr. agreement covering 1,500 empl.—no general wage changes; classification adjustments of 1¢ to 5¢ an hr. for mechanical trades; evening and night shift premiums increased to 8¢ and 11¢ respectively (formerly 7¢ and 10¢); 4 wks. vacation after 23 yrs. of service eff. Jan. 1, 1963 (formerly after 25 yrs.) and after 20 yrs. of service eff. Jan. 1, 1964; monthly company contributions toward welfare plan increased to \$6 for married employees (formerly \$4.75) and to \$4.75 for single employees (formerly \$4.25) eff. May 1, 1963; monthly company contributions toward welfare plan to be increased to \$7 for married employees and \$5 for single employees eff. May 1, 1964; rate for labourer \$2.03 an hr.

E. S. & A. ROBINSON (CAN.), LEASIDE, ONT.—PRINTING PRESSMEN (AFL-CIO/CLC): 26-mo. agreement covering 550 empl.—wage increases of 5¢ an hr. eff. Sept. 1, 1963 and 5¢ an hr. eff. Sept. 1, 1964; 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.); provision for jury duty pay introduced; rate for packer on Sept. 1, 1964 will be \$1.77 an hr.

STANROCK URANIUM MINES, ELLIOT LAKE, ONT.—STEELWORKERS (AFL-CIO/CLC): 21-mo. agreement covering 550 empl.—no general wage changes; continuation pay of \$6 a mo. for all months or fractions thereof worked after Sept. 1, 1963 for a maximum of \$96 to be paid to employees on the payroll on June 30, 1964 who are laid off following cessation of underground production; rate for labourer \$2.09 an hr.

WINNIPEG GENERAL HOSPITAL, WINNIPEG, MAN.—PUBLIC EMPL. (CLC): 2-yr. agreement covering 630 empl.—salary increases of \$8 a mo. retroactive to Jan. 1, 1963 and \$8 a mo. eff. Jan. 1, 1964; 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.); rate for hospital porter after 6 mos. service will be \$267 a mo. on Jan. 1, 1964.

Performance of Older Workers In Industrial Retraining Programs

Employers are recognizing that retraining programs can be a major step in introduction of technological changes, and find that older employees can succeed in retraining courses

Industrial employers are recognizing that retraining programs can constitute a major step in the introduction of technological change. Furthermore, it is becoming more generally accepted that older employees can be successfully integrated into retraining programs.

A study made in the United States adds further weight to these claims. The full report of the study was published in June by the U.S. Department of Labor (Bulletin No. 1368—U.S. Department of Labor (BLS) June 1963). The study was made on a pilot basis.

The study covered some 2,200 workers in different types of occupations: production workers in an oil refinery; maintenance mechanics in an airline; engineers, technicians and craftsmen in an aircraft factory; and operators in a telephone company.

The four firms chosen were selected because they had each kept objective measurements of the performance of individual workers during retraining and had included older workers (over 40) as well as younger workers in the various courses. Classroom, laboratory and on-the-job training was included.

As in most studies, certain limitations were recognized. Performance data on tests of older trainees were compared with those of younger trainees. The question of whether the performance of retrained workers met the requirements established by employers, however, was not taken into consideration. Since there was no evidence that any trainee was laid off because of test performance it was assumed that companies preferred to use performance on the job to which the trainee was assigned as the yardstick for evaluating the benefits from training. This would, of course, take into account such factors as productivity, attendance, attitude and reliability.

The results reflected the influence of expanded educational opportunities in recent years. The generally lower educational levels of many of the older trainees could have been a factor in slowing down the speed of learning of some of the older trainees.

Information arising from the study can be summarized as follows:

(a) The experience of the four companies involved shows no factual basis that would justify barriers to the entrance of older workers to training programs.

(b) The younger trainees seemed likely to respond more readily and learn more quickly, particularly when courses were short and emphasis was on rapid acquisition of perceptual-motor skills. However, in longer courses, older workers more often performed as well or better than younger workers.

(c) Some proportion—sometimes as high as 40 per cent—of older workers on most of the tests analyzed performed better than some of the younger workers.

(d) Retraining constituted a major step in the introduction of technological change in the four companies studied.

(e) Through retraining, the companies were enabled to make use of the experience and knowledge of older workers that had been gained within the plant.

(f) Evidence contradicts the notion that older workers cannot learn or be retrained. The findings imply that age by itself is not a reliable or useful criterion for determining the suitability of trainees.

(g) The findings reaffirm the importance of appraising a worker's adaptability on the basis of individual capacity and aptitudes rather than on chronological age.

(h) The study revealed the importance of counselling in helping the worker, not only in an assessment of his ability, but also in allaying his apprehensions about training which older workers may fear or resist because of its novelty or unfamiliarity.

(i) Fragmentary evidence suggests that lack of education may be a serious handicap for older trainees as compared to younger. Over the long run, improvement and extension of educational opportunities for both adults and youth may be one of the most important factors in securing their adaptability as they become older.

The study, while shedding new light on the subject, points up the need for further research into the potentialities and problems of retraining employed older workers. More information is needed about special training methods, and techniques that can obtain the best results from older trainees. It is obvious, however, that older workers can be successfully retrained and adapted to new situations arising from technological change. Wider dissemination of existing information concerning the ability of older persons to learn and to be retrained should contribute to an easier adjustment to such changes.

Elimination of Architectural Barriers

Preparation of supplement to National Building Code is urged to list desirable requirements for incorporation in buildings to make them usable by persons who have difficulty walking

Getting in and out of buildings can be a major problem to disabled or older persons. When architectural design calls for long flights of steps, narrow doorways and other obstructing features, persons with ambulatory difficulties—those on crutches, in wheelchairs, with heart conditions, and many of our older population—find it difficult if not impossible to pursue a normal course of life in the community. Minor adjustments, which would not interfere with normal use, could ease or eliminate the problem.

How Big is the Problem?—The results of the Canadian Sickness Survey indicate the number of persons in the population who suffer from disabling conditions. It is estimated that there are more than 1,250,000 persons with some measure of disability and almost 2,000,000 persons over 60 years of age. Many of these would benefit from easier access to homes and public buildings.

How to Meet the Problem?—In an attempt to find an answer to this problem, a meeting was called in Ottawa on September 5 to consider the desirability of preparing a supplement to the National Building Code outlining ways of making buildings usable by persons with physical impairments. Representatives of voluntary agencies, government bodies and professional groups concerned with this problem attended from all parts of Canada.

National Building Code—Dr. R. F. Legget, Director of the Division of Building Research of the National Research Council, who was chairman, outlined the purposes of the National Building Code and how it was prepared. He recounted the steps taken to keep the Code up to date.

He explained that the Code is published under the direction of an Associate Committee on the National Building Code composed of about 24 Canadian citizens appointed by the National Research Council.

The Code is an advisory document for use throughout Canada. It has no legal standing unless and until it is adopted by a provincial government or a municipality. It is essentially a set of minimum regulations respecting the safety of buildings, with reference to public health, fire protection and structural sufficiency. Its essential purpose is the promotion of public safety

through the use of desirable building standards throughout Canada.

Government Departments' Concern—G. W. Peck of the Hospital Design Division of the Department of National Health and Welfare became involved in the project to eliminate architectural barriers through departmental concern that hospitals should be designed to be accessible to all. Publication of a Guide for Hospital Building Standards had been considered and has now been referred to the National Research Council.

Ian Campbell, National Co-ordinator of Civilian Rehabilitation, Department of Labour, spoke of the interest of the Department, which is concerned with the effective utilization of manpower. Disabled persons have many skills and talents and it is essential for their own well-being and the well-being of the country that they be enabled to make their contribution.

Sometimes simple adjustment to buildings or machinery is all that is needed to enable a handicapped person to function successfully. Experience has shown that when steps have been taken to make buildings more readily accessible and useful for handicapped persons, other persons quickly appreciate and make use of the improved facilities.

Ideas and Suggestions—Dr. M. G. P. Cameron of the University of Saskatchewan told of the program carried on in that province, as a result of which ramps and seating accommodation for persons in wheelchairs have been included in churches, libraries, hockey arena and at the new University Campus in Regina.

Isidore Weltman, representing the Handicapped Rehabilitation Association, presented a number of specific requirements to facilitate the use of buildings by persons with physical limitations.

A lively discussion period produced many useful ideas and suggestions for future action.

It was the unanimous decision of the meeting that the Associate Committee on the National Building Code be asked to authorize the preparation of a supplement to the Code to contain essential and desirable requirements to be incorporated into buildings to make them usable by people with handicaps and by aging persons.

Working Women in New Zealand

Trends in women's employment in New Zealand similar to those in most economically developed countries—industrialization has created a variety of new jobs that women can undertake

Recent trends in women's employment in New Zealand resemble those in most economically developed countries. Increasing industrialization has created a variety of new jobs that women can perform. At the same time there has been growing acceptance of women in economic activities.

In October 1962 the number of women in employment was estimated to be 227,100, which was 24.8 per cent of the total labour force, in contrast to 161,700, or 23.3 per cent of the total, in October 1946.

Married women have accounted for a considerable part of this growth. In 1956 their participation rate was 12.9 per cent. At the same date 67.8 per cent of single women and 17.9 per cent of widows and divorcees were in the labour force. Particularly noteworthy had been the tendency for married women between the ages of 35 and 60 years to return to gainful work.

Where women work—Thirty years ago one-third of all women at work in New Zealand were in the industrial and personal services, but by 1956 the proportion so employed had dropped to one-ninth. The major switch had been into administration and professional fields, distribution and finance, and manufacturing. These three groups in 1956 accounted for nearly 77 per cent of all jobs filled by women, in contrast to 56 per cent in 1926 and 1936.

What they do—According to the Census of 1956, each of the following occupational groups employed 10,000 or more women: office clerks; saleswomen; typists and stenographers; housekeepers, stewards, maids, cooks and related workers; tailors, cutters, furriers; nurses, health technicians and midwives; and teachers.

Professional women other than nurses and teachers included 361 architects, engineers, surveyors and draughtsmen; 766 physicists, chemists and pharmacists; 307 biologists, agriculturalists and other scientists; 199 physicians, surgeons and dentists; 429 jurists and legal workers; 1,530 clergy; 190 authors and journalists; and 620 creative artists and designers.

Part-time work—Part-time employment of women has grown rapidly since 1945. It doubled in the eight years ended October 1954 and more than doubled in the subsequent eight years to October 1962. Service industries accounted for most of the

gain, the major increases having occurred in wholesale and retail trade, hospitals, educational services, hotels and restaurants, laundries and dry-cleaning services, recreation and sport, central government administration, and miscellaneous community and business services.

Equal pay—The Government Service Equal Pay Act of 1960 provides for the elimination of any differentiation based on sex in the wages and salaries of Government employees.

In other fields of employment the principle is being applied increasingly. For example, it is in effect for taxi-drivers, tramway employees, performing musicians, hospital board pharmacists, jewellers, watchmakers, engravers and die sinkers, caretakers and cleaners, elevator attendants, storemen and packers, fruit and produce store employees and retail grocers.

In professional occupations it is common practice for salaries to be set without sex differentiation.

Trade unions—Under the New Zealand system, since 1961 awards and agreements may contain, by agreement of the parties or by support of the majority of the workers concerned, an unqualified preference clause making membership in a union a condition of employment. Consequently, practically all non-agricultural workers, except government employees, are bound under their contracts of employment to belong to unions. This ruling affects women equally with men.

Day care facilities for children—In 1962 there were 217 free kindergartens in New Zealand with 16,625 children enrolled. Nursery Play Centres, of which in the same year there were 173 with 4,979 children, also receive government assistance. Both these types of day care are for three- and four-year old children. Children under three are not generally admitted.

Some 50 privately organized pre-school child-care centres are available for children under 3 as well as those who are 3 and 4.

Maternity leave—Provisions for expectant mothers are left to the discretion of individual employers, and practices vary. In the Public Service, maternity leave is granted without pay but, within certain limits, may be debited, on application, against sick leave entitlements.

TEAMWORK in INDUSTRY

Purolator Products (Canada) Limited, Toronto, Ont., manufacturers of air and oil filters for the automotive and aircraft industries, have enjoyed "good labour-management relations for the past 10 years," says a company official. During that period only two disputes have had to go to arbitration.

Assistant general manager G. D. Powell thinks that joint consultation meetings deserve the credit for this stable state of affairs. "Before taking any action affecting the union and our employees, company spokesmen sit down with their representatives to present the situation and then talk it over," explained Mr. Powell. Purolator's 100 hourly employees are represented on the plant Labour-Management Committee by members of Local 14117, United Mine Workers of America, District 50.

Asked to provide a random sample of topics discussed at meetings, Mr. Powell listed: new equipment, plant operations, customer complaints, safety, waste, rumours, the current sales picture and business prospects for the future. "In fact, any topic," he added.

Joint consultation was written into the union-company agreement when the first contract was signed in 1952. "Management and the union both supported its entry into the contract," continued Mr. Powell. "Communication of this sort is important but we take it for granted here now."

Purolator's LMC is made up of nine members, four from management and five from the union. Chairman is production manager Bruce Kirby. The other management representatives are Mr. Powell, plant personnel manager Leo Roach, and company treasurer Ed Young. The Mine Workers' business agent, Gordon Noble, and the members of the union bargaining committee form the union's representation. The monthly meetings convened the week after the monthly business meeting of Local 14117, are strictly informal, and the agenda is proposed jointly by company and union representatives.

Brisk methods are employed whenever a labour-management relations problem shows up a second time. Mr. Powell told Department of Labour representatives of the steps taken jointly by labour and management whenever problems arise that could threaten the company's 10-year record of good relations. Joint action promptly taken is the correct way to overcome such problems, he said. "Recognition and participation of everyone concerned is important—and it doesn't cost anything."

Mr. Powell admitted that it is unfortunately easy for labour and management to get off on the wrong foot. "They should do more listening to each other," he declared.

Asked what subjects were covered at plant Labour-Management Committee meetings by company spokesmen and representatives of Mine Workers' Local 14117, Mr. Powell answered: "Many problems. They crop up by the hundreds. But by talking until they're straightened out, we've indirectly avoided the big problems."

* * *

Thanks to an employee's suggestion, money and time are being saved on a substantial scale at the Windsor, Ont., office of the Hydro-Electric Power Commission of Ontario. Mrs. Barbara Walkom won an award of \$933 for an idea that has revamped the time-keeping routine at the J. Clark Keith Generating Plant. Estimates are that she has saved Hydro \$4,665 a year in operating costs.

Her award citation notes that she designed "a new standard-size time card which provides all necessary information for both payroll and accounting operations." Her suggestion eliminates time sheets and greatly reduces the considerable amount of time formerly required to check time cards, make up time records for employees, and produce departmental efficiency sheets. Since the new cards are now checked by electronic devices, the human error inevitable during constant checking and rechecking has been eliminated.

Under the program adopted by HEPC in 1957, employees who suggest money and time-saving ideas receive 20 per cent of the first year's saving. The Commission has awarded \$73,590 to employees for 1,811 suggestions which have saved Hydro \$584,299 in the six years since the plan was adopted.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during August. The Board issued four certificates designating bargaining agents, ordered one representation vote and approved a mutual settlement between the parties concerned in one request for review under Section 61(2) of the Act. During the month the Board received eight applications for certification and allowed the withdrawal of three applications for certification.

Applications for Certification Granted

1. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 927 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Aero Caterers Limited, Halifax International Airport, Kelly Lake, Halifax County, N.S. (L.G., Sept., p. 798).

2. Commercial Telegraphers' Union, C.N. System Division 43, on behalf of a unit of employees of the Canadian National Railways employed in the company's Telecommunications Department in the provinces of Newfoundland and British Columbia and in the Yukon and Northwest Territories (L.G., Aug., p. 694).

3. Association of Employees of Grimshaw Trucking, on behalf of a unit of transport drivers and warehousemen employed by Grimshaw Trucking and Distributing Ltd., Grimshaw, Alta. (L.G., Aug., p. 694).

4. Beaverlodge District Mine, Mill and Smelter Workers Union, Local 913, of the International Union of Mine, Mill and Smelter Workers (Canada), on behalf of a unit of employees of Bachmeier Diamond & Percussion Drilling Co. Ltd., comprising employees engaged in drilling operations for the production of uranium ore in the uranium-mining industry (L.G., Sept., p. 798).

Representation Vote Ordered

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers, Local 938, General Truck Drivers and Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs,

Warehousemen and Helpers of America, applicants, Asbestos-Eastern Transport Inc., Asbestos, Que., respondent, and Peter J. Wilson, intervener. The Board directed that only the name of the applicant appear on the ballot. (L.G., Sept., p. 799) (Returning Officer: R. L. Fournier).

Request for Review Received

National Association of Broadcast Employees and Technicians, applicant, Canadian Marconi Company Limited, Montreal, Que., respondent (CFCF-TV), and The Association of Canadian Television and Radio Artists, intervener (L.G., Sept., p. 799). The request for review concerned the representation and working conditions of reporter-writers employed by the company. On August 13, 1963, the three parties concerned arrived at a mutual settlement, which was approved by the Board.

Applications for Certification Received

1. District 50, United Mine Workers of America Local Union 13946, on behalf of a unit of building cleaners and maintenance men employed by Central Mortgage and Housing Corporation at its Park Royal Housing Project, Ville Saint Laurent, Que. (Investigating Officer: Miss M-P. Bigras).

2. District 50, United Mine Workers of America Local Union 13946, on behalf of a unit of building cleaners and maintenance men employed by Central Mortgage and Housing Corporation at its Place Benoit Project, Ville Saint Laurent, Que. (Investigating Officer: Miss M-P. Bigras).

3. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of the Canadian Broadcasting Corporation, Ottawa, Ont. (country-wide building maintenance group) (Investigating Officer: Miss M-P. Bigras).

4. General Truck Drivers & Helpers Union, Local No. 31, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Rempel-Trail Transportation Ltd., North Burnaby, B.C. (Investigating Officer: G. H. Purvis).

5. General Teamsters Union Local 181, of the International Brotherhood of Team-

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

sters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Rempel-Trail Transportation Ltd., North Burnaby, B.C. (Investigating Officer: G. H. Purvis).

6. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of building cleaners and maintenance men employed by Central Mortgage and Housing Corporation at its Domaine Estria & Pavillon Mercier Projects, Montreal, Que. (Investigating Officer: Miss M-P. Bigras).

7. Office Employees' International Union, Local 57, on behalf of a unit of directory sales personnel employed by the Bell Telephone Company of Canada, Montreal, Que. (Investigating Officer: Miss M-P. Bigras).

8. L'Union des Camionneurs, Hommes d'Entrepôts et Aides, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of

Hubert Transport Inc., Ste. Thérèse de Blainville, Que. (Investigating Officer: Miss M-P. Bigras).

Applications for Certification Withdrawn

1. General Truck Drivers and Helpers Local Union No. 31 and General Teamsters' Union Local 181, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Rempel-Trail Transportation Limited, Edmonton, Alta., respondent, and Rempel-Trail Transportation Employees Association, intervener (L.G., Aug., p. 694).

2. United Steelworkers of America, Local 6254, applicant, and Wabush Mines—Pickands Mather & Co., Managing Agent, and The Arnaud Railway, Pointe Noire, Que., respondent (L.G., Sept., p. 799).

3. United Steelworkers of America, Local 6285, applicant, and Wabush Lake Railway Company Limited, Wabush Lake, Nfld., respondent (L.G., Sept., p. 799).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During August, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Shipping Federation of Canada, Inc. and Local 1764, International Longshoremen's Association (checkers), Saint John, N.B. (Conciliation Officer: H. R. Pettigrove).
2. Canadian Pacific Railway Company, Merchandise Services Department, Prairie Region, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: J. S. Gunn).
3. National Harbours Board, Montreal Harbour (Police Department and Bridge Department) and National Harbours Board Police Brotherhood (Conciliation Officer: C. E. Poirier).
4. Denison Mines Limited, Elliot Lake, Ont., and District No. 6, United Steelworkers of America (Conciliation Officer: T. B. McRae).
5. Robin Hood Flour Mills Limited, Humberstone, Ont., and District No. 8, United Packinghouse, Food and Allied Workers (Conciliation Officer: T. B. McRae).
6. The Voice of the East Limited (Radio Station CHEF, Granby, Que.) and the National Syndicate of Employees of The Voice of the East (Conciliation Officer: C. E. Poirier).

Settlements by Conciliation Officers

1. Canadian National Steamship Company Limited, Vancouver, and Seafarers' International Union of Canada (Conciliation Officer: D. S. Tysoe) (L.G., Sept., p. 800).
2. Radio Lac St-Jean Limitée (CFGT), Alma, Que., and Le Syndicat des Employés de CFGT (Conciliation Officer: C. E. Poirier) (L.G., July, p. 602).
3. Vancouver Hotel Company, Limited, and International Union of Operating Engineers, Local 882; International Association of Machinists, Lodge 692; and International Brotherhood of Electrical Workers, Local 213 (Conciliation Officer: G. R. Currie) (L.G., July, p. 602).

Conciliation Board Appointed

Trans-Canada Air Lines, Montreal, and Lodges 714 and 1751 of the International Association of Machinists (L.G., Sept., p. 800).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in July to deal with a dispute between Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (L.G., Sept., p. 800) was fully constituted in August with the appointment of His Honour Judge J. C. Anderson of Belleville, Ont., as Chairman. Judge Anderson was appointed by the Minister on the joint recommendation of the other two members of the Board, J. W. Healy of Toronto and Prof. Charles Taylor of Montreal, who were previously appointed on the nomination of the Corporation and Union, respectively.

Conciliation Board Report Received

Hull City Transport Limited and Hull Metropolitan Transport Limited, Hull, Que., and Division 591 of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., March, p. 227). The text of the report is reproduced below.

Settlements Reached after Board Procedure

1. Vancouver Wharves Limited, Vancouver, and Local 501 of the International Longshoremen's and Warehousemen's Union (L.G., Aug., p. 695).
2. Shipping Federation of British Columbia, Vancouver, and International Longshoremen's and Warehousemen's Union (Locals 501, 502, 503, 504, 508, 506, 507 and 510) as represented by the Canadian Coast Negotiating Committee (L.G., Aug., p. 697).

Strike Action and Settlement Reached

Hull City Transport Limited and Hull Metropolitan Transport Limited, Hull, Que., and Division 591 of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (see above). Strike commenced August 22; settlement was reached August 29.

Settlements Reached after Strike Action

1. Pacific Western Airlines Limited, Vancouver, and Pacific Western Airlines Traffic Employees Association (L.G., April, p. 311). Strike began February 25 and terminated August 25.
2. Pacific Western Airlines Limited, Vancouver, and Canadian Air Line Flight Attendants' Association (L.G., April, p. 311). Strike began February 25 and terminated August 25.

Report of Board in Dispute between

*Hull City Transport Limited and
Hull Metropolitan Transport Limited
and*

*Amalgamated Association of Street, Electric Railway and
Motor Coach Employees of America*

(Translation)

The Conciliation Board appointed under the Industrial Relations and Disputes Investigation Act has completed its investigation into the above-mentioned dispute.

This Board now has the honour to submit its report and recommendations.

Our Board held hearings in Hull and in Montreal, and heard the witnesses called by the parties. It calls your attention to the fact that the parties preferred to proceed by a submission in writing only.

This Board has acquainted itself with the submissions of both parties and examined the long, complex and difficult evidence. The members of our Board have taken the time required and necessary to discuss a matter involving some difficulties in many respects. Their work is now completed and its results are hereby submitted.

1.00 • Purpose—No difficulty here as submissions by both parties are in agreement.

1.01 • No difficulty here as submissions by both parties are in agreement.

2.00 • Recognition—We have adopted the Companies' submission as we found it more to the point.

3.00 • Jurisdiction—We recommend adopting the Union's submission after amending it in its form only.

4.00 • Union Security—After having examined the submissions of both the Union and the Companies, we are unanimous in rejecting them. We would rather adopt the Rand Formula, and the two sections we have drawn up are to that effect.

If we adopt the Rand Formula, we feel we should do so even to its logical conclusions. That is why we are including the initiation fees in what each new employee, or any employee who is not or does not want to become

a member of the Union, will have to pay to it. We feel that he who benefits from the advantages of a Union must contribute to its administrative expenses. The initiation fees are nothing else but the sharing by a person joining the Union of the administrative expenses incurred previously to his joining the Union.

It is then logical to see that all the employees share in them.

However, we have included an important reservation so as to avoid the possibility of abuses by the Union by requiring it not to change, alter or otherwise amend the said initiation fees, in connection with new employees who have not joined it, without the consent of the Company, and this is for an evident reason and so as not to create a situation which would be inevitably unfair to these new employees.

We feel, moreover, in pursuance of these same principles, that the Union must agree to accept as a member every new employee of the Company within the time limit provided.

5.00 • Vacations with Pay—Having the Union's request and the Company's attitude in mind, we have rewritten this section and its wording is based on the federal Annual Vacations Act. We feel this is the best solution, considering the spirit of the Act and the facilities it affords. It is to be noted that, on this subject, we only had two proposals without comment, and that the Company has not submitted any evidence. We feel that Section 5.00, which we have adopted unanimously, fulfills the desired objectives.

5.01 • The Union nominee is in favour of its maintenance, and the Company's nominee is opposed to it, giving as the main reason for his objection that, in the federal jurisdiction and under the federal Civil Service Act, the federal civil servants do not enjoy such advantages and that Paragraph 4 of Section 4 of the Annual Vacations Act apparently contained an uncommon (unusual) principle.

During August, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Hull City Transport Limited and Hull Metropolitan Transport Limited, Hull, Que., and Division 591 of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America.

The Board was under the Chairmanship of Mario Du Mesnil, LL.L., Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members, Clement Noel Beauchamp of Hull and Robert Bouchard of Montreal, nominees of the companies and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act is the Report of the Board, was made by the Chairman and Mr. Beauchamp. A minority recommendation was submitted by Mr. Bouchard. The majority and minority reports are reproduced here.

As Chairman of this Board, I share the Union's point of view and am in favour of maintaining this provision and subscribe to the reasons given by the Union. In fact, such a provision is often found in collective agreements and, moreover, the notion of statutory holidays has changed considerably with the years.

The principle here concerned is one of equality, and the federal legislator clearly acknowledges it in Paragraph 4 of Section 4 of the Annual Vacations Act. It seems to me that it would be unfair to require an employee to take his vacations in a period that includes a statutory holiday, thus causing him to lose it, while another employee would take his vacations in another period and benefit from the advantages of the statutory holiday. It seems to me that something here would go wrong if we shared the Companies' idea.

We have examined the European laws on this subject and find that they provide exactly what we advocate.

6.00 • Health and Welfare—The Union wishes to add two new items to the existing social security provisions: The payment of doctor's fees for visits at home, and the payment of doctor's fees for visits to his office.

The Union nominee sees in this an essential addition to any social security measure, and feels that we must aim for a complete social security plan.

On the other hand, the Companies' nominee is opposed to the inclusion of these new benefits. His idea may be summarized in this question: Why must the employer pay for marginal benefits which are sometimes heavy and so hard to control? He sees this as an undue and costly expansion, which may lead to abuses and as contingencies established outside the usual plan of the existing system.

As Chairman of this Board, I am in favour of rejecting this Union request, but not absolutely, for the same reasons as those of the Companies' nominee. I would be in favour of the position of the Union nominee as I see in this an essential addition to all social security measures.

There is, however, the matter of cost to the employers, and this must be taken into account. There has been no evidence as to the cost this might involve, and the Union has submitted no evidence of any kind on this matter.

For lack of information and having been unable to obtain any precise data, I must, as Chairman, recommend adopting the employers' point of view.

6.01 • Please note that, in this section, we are establishing a joint committee for the administration of this group insurance plan.

We strongly recommend to this joint committee to study the matter as a whole, to obtain tenders from insurance companies and to have the essential basic scientific data in connection with the cost, benefits and disadvantages of the measures requested by the Union, so as to be able to study the plan on absolutely positive grounds. We are sure

that, as a result of such a study, the parties will easily be able to fill this deficiency. As for Section 6.01, we unanimously accept it as submitted by the Union, for reasons that may be summarized as follows: It is fair and normal that such a plan concerning both parties be wholly administered by them and that each party may be able to control and supervise it in its entirety. Besides, this joint committee will, by its very nature, bring the representatives of the parties together for an exchange of ideas, which may, in the long run, only be beneficial and productive.

It is then in the spirit of any collective agreement to thus facilitate direct co-operation between the parties concerned.

6.02 • We are keeping the Union clause for the simple reason that it is very specific and likely to prevent any possible ambiguity and discussion.

7.00 • Leave of Absence—As the Company has accepted the Union clause as a whole, we can only confirm it.

7.01 • Same comment as for Section 7.00.

7.02 • Same comment as for Section 7.00.

7.03 • We are submitting an entirely new and amended provision that takes into account the facts and the wish expressed by the parties in their respective briefs.

Please note that we have eliminated the word "legitimate" and replaced it with the word "specific." This is because the word "specific" identifies operation and is, *ipso facto*, the evidence required in such a case, and is likely to prevent *post facto* evidence and any dispute on these items.

We have kept the idea of a limit of five employees, as we saw the necessity for such a limitation. In fact, if there was no such restriction, it could mean the risk of seriously interrupting the operations of the Company. We have decided on limiting the number to five employees instead of to three, in view of the Union's importance and special circumstances. We have talked over the matter of time limit. We find that we cannot, practically, cover all cases and that there are some problems of Union promotion and exceptional cases. That is why we have submitted a provision worded accordingly and in which we have provided for some definite exceptions.

We have also provided for a 48-hour notice to the Company, as we feel that this is genuine and essential.

In fact, there are numerous cases where the Union is aware of and knows in advance the dates of the leaves of absence, and it is fair and reasonable that it give the Company a 48-hour notice of such leaves of absence. This is, moreover, but a consequence of good relations and of the sense of well-understood responsibility.

Evidently, in the case of grievances and other similar cases, there can be no previous notice, as they may happen suddenly and make the serving of a notice physically impossible.

As far as grievance procedure is concerned, and there being no evidence from either party on the way grievances are processed, the Board has no statement to make and does not try to change a situation it knows nothing about.

7.04 • We recommend adopting the Union provision as amended and [as] such . . . we submit it. We note that the Company has discretionary power in such matters and that this is accepted by the Union. As to the word "disability" that we are using, we wish to state clearly that the word must include the impossibility (in-capacity) to work as a result of a disease or an injury arising out of and in the course of employment as well as of any other disease.

8.00 • Work Week—We have written a new provision on this subject, which was not adopted unanimously. In fact, the Union nominee disagrees, as he finds that six days are already too much and claims that eight hours of work are sufficient and represent a normal day. We regret that we do not share the opinion of the Union nominee for the following reasons:

(a) • Our provision forces a regulation by the Company for a more steady work day and work week •

(b) • It eliminates all the preambles, as it compensates itself and gives the employee a steady day, and it leaves reasonable discretion to the Company for foreseeable contingencies •

(c) • It reconciles all the concessions that the Company wanted to make •

N.B. • In its proposal, the Union party had omitted to mention overtime. This was no doubt through oversight as, in his brief, the counsel for the union refers to it, and we then can cover this matter as we have done.

9.00 • Statutory Holidays—We are evidently keeping New Year's Day and Christmas, and adding Labour Day, 1963 and Good Friday, 1964. Please note that the Union nominee disagrees in this. We are only granting a partial increase for the following reasons: The increase we are granting is nevertheless of 100 per cent and, as this already represents a considerable expense, we feel that we should not still encumber the Companies' budget.

10.00 • Discipline—You will note that we have drawn up an entirely new provision on the matter of discipline, and this was done following the recommendations of both parties.

In fact, the previous provisions concerning discipline were inadequate, as they were not clear enough and inevitably brought about confusion inherent in the then existing structure.

We recommend to you some clear and concise wording that would eliminate specific disciplinary measures from the collective agreement and leave a structure suitable for administrative purposes. In order to have such simplification, the parties should review the regulations and co-operate in their revision in the very spirit of their agreement to the collective agreement.

11.00 • Seniority—We have adopted the Union provision with certain amendments. In Section 11.04, we have decided on 12 months instead of nine, because, as far as layoffs are concerned, the Company had itself mentioned 12 months and we feel that it is logical to follow the same line.

We also feel that limiting the layoffs and reinstatements to one department is sufficient for the Company purposes.

12.00 • Promotions—No change.

13.00 • Notice Board—We are submitting a new provision in order to conciliate the right of organizations and the right of ownership, and to obtain some practical results.

14.00 • Grievance Procedure—No change.

15.00 • Arbitration—There is only one amendment to Section 15.02. We are adding a time limit concerning the persons herein-mentioned, so as to make the selection and appointment easier.

15.04 • As far as this Section is concerned, we accept the Union provision with added standards, so as to make sure that the matter may be settled on the basis of certain principles in setting the compensation quantum.

16.00 • Rate of Pay—By a majority decision, the Union nominee having disagreed, we recommend an over-all increase of \$0.05 and \$0.07 for Hull Metropolitan Transport Limited and of \$0.06 and \$0.09 for Hull City Transport Limited.

This constitutes a step in the direction of wage parity between the two Companies and an immediate solution for settling this matter. Had it not been for the many difficulties of all sorts that parity would have caused, we would have granted it right now. We feel that we are taking a positive step in this direction and that it can soon be brought about smoothly.

In order to arrive at these figures, we have drawn our inspiration from the high degree of agreement at the conciliation level and the latest Union position during the conciliation proceedings.

Neither party has justified the question of offered and requested wages. In Hull, it seems that the wages have always been lower than

those paid by other public transport companies. Have they increased similarly to those of other companies? That is possible, but there is no proof of it. No comparison can then be made with the requirements.

However, we must keep the district in mind and not forget that it is the public of the district who must pay. Moreover, these wages can stand comparison with other wages in the district. Finally, we consider that the Company's offer is very reasonable and that it compares with any other in the industry.

17.00 • Uniforms—We are adopting the Union formula with amendments, and the Union nominee only disagrees on the amendments.

18.00 • Runs and Selections—We must say that this matter has been rather hard to handle, and that we have adopted now the Union provision, now the Company provision, now with amendments, now without any amendment. This matter was not explained to us by both sides as it should have been, and we are leaving it as such, with the amendments as indicated.

19.00 • Case of Dismissal—As far as this section is concerned, we are submitting it with certain words amended in line with the purposes to be achieved.

19.01 • This section confirmed.

20.00 • Management Rights—This section concerns discipline and we are cancelling it as we feel it is useless.

20.00 • Garage Employees—Section 20.00 unanimously adopted.

20.01 • As for Section 20.01, we recommend the Union provision by majority decision, with the Companies nominee's disagreeing as he would like to add the words "after 50 hours." We regret not to share his opinion, as it would risk clearly jeopardizing the employees' rights.

21.00 • Rules of the Company—This section concerns discipline and we are eliminating it as we feel it is useless.

21.00 • Duration of the Agreement—As far as the duration of the collective agreement is concerned, we agree that it should be in force for a period of two years from the day it was signed. The Union nominee here disagrees as he feels that it should be retroactive to August 1, 1962, and be in force for two years from that day.

The main argument submitted to us was that the employees of the Companies should not be the only ones to be burdened with the present expansion in the district, and that the problem of possible financial difficulties could not constitute by itself, a reason for not receiving (admitting) this request. Briefly, that the Companies should be assisted by the municipal authorities who would carry this burden.

However commendable this suggestion might be, we do not believe that it should

be taken into account or considered here, as we would feel that we are exceeding our jurisdiction. In fact, we must accept the facts as they are now, and not as they should be or could be. As the Companies do not get any assistance from the municipality, we must accept this fact as such and decide accordingly.

While recognizing the principle of retroactivity, this Board finds, in a majority decision, that this principle was not recognized and sanctioned with a view to situations of this kind. In fact, it is more to avoid that employees, who have bargained in good faith and in proper time, become the victims of dilatory moves for which they could not be made responsible. Such is not the case here. We have no proof of this, and the Union does not mention it in its brief.

Moreover, even if, in practice, such retroactivity was granted, we feel that the financial situation would not allow it to pay the amounts required for these purposes.

Finally, the Companies have only one source of income: the public, and it would be impossible for them to call upon this public to recover these amounts.

Please note that the Union cannot request the retroactivity of this agreement to August 1, 1962, for the simple reason that the previous one expired on January 1, 1963.

(Sgd.) Mario Du Mesnil,
Chairman

(Sgd.) Robert Bouchard,
Member (Dissenting
report attached)

(Sgd.) C. W. Beauchamp,
Member.

Montreal, Que., July 9, 1963.
(End of Translation)

Collective Agreement

[Majority Recommendation]

1.00 • Purpose—The purpose of this agreement is to define working conditions and wages of employees, and to provide for the adjustments of disputes that may arise between the Companies and the employees.

1.01 • The Companies agree to treat the employees with consideration and without discrimination, and the Union agrees to co-operate with the Companies to ensure the proper maintenance and operation of the Companies' business.

2.00 • Recognition—The Companies recognize the Union as the sole collective bargaining agent for all the employees covered by the two certificates issued to the Union by the Canada Labour Relations Board dated December 19, 1961.

3.00 • *Jurisdiction*—This agreement applies to all employees of the Companies working in or out of Ottawa classified as bus operators and garage employees, excluding office employees, garage supervisors, inspectors and dispatchers.

4.00 • *Union Security and Union Dues*—The Companies agree to deduct from the first pay of each employee, whether or not he is a member of the Union, in each month the current Union dues and assessments required by the constitution and bylaws of the Union; and the Companies further agree to remit the amount of the dues so deducted at the end of each month in which such deductions are made and this, to the secretariat of the Union.

The Companies agree to deduct from the first pay of any new employee, whether he is a member of the Union or not, the amount of the initiation fee in the Union and to remit the same to the Union at the end of the month in which such deduction is made or, if the said employee is not retained in the Companies' employment until the end of the said month, to remit the same to the said employee.

The Union agrees not to increase, change or modify its initiation fee concerning any new employee without the Companies' consent when said new employee is not a member of the Union.

4.01 • The Union agrees to accept into membership any future employees of the Companies within thirty days from the date of hiring.

5.00 • *Vacations with Pay*—"The provisions of the federal Annual Vacations Act (6 E1. II c. 24) shall apply, except that for an employee with 10 or more completed years of employment with the Companies, the vacation pay shall be in an amount equal to 6 per cent of wages of such employee and the period of vacation shall be three weeks."

5.01 • In the event that a statutory holiday, as hereinafter defined and set out, falls within an employee's vacation period, the provisions of Section 4 (4) of the Annual Vacations Act shall apply.

5.02 • For the purposes of the application of the above provision, relating to vacation with pay, employment with one Company shall be deemed to include employment with the other Company.

5.03 • For the purpose of computing the period for which these vacations are earned, said period will be from the 1st of May to the 30th of April of each year.

6.00 • *Health and Welfare*—The parties agree to continue in force the Great West Life Insurance Plan presently in force and on the same basis as hereinbefore in effect as to contributions.

6.01 • The contributions of the Companies and the employees to the Great West Life Insurance Plan shall be administered by a joint committee composed of three representatives of the Companies and three representatives of the Union. The contribution of each party shall be deposited in a district joint bank account in the Caisse Populaire.

6.02 • The Companies agree to continue at their own expense the additional benefits contained in Clause 7.03 of the collective agreement previously in force between the parties and dated December 23, 1960, wherein actual sickness and accident insurance provisions were added to the aforesaid Great West Life Insurance Plan.

7.00 • *Leave of absence*—An employee is entitled to three days leave of absence with pay in the event of his marriage.

7.01 • An employee is entitled to three days leave of absence with pay in the event of the death of his father, mother, brother, sister, wife or child.

7.02 • The Companies may request proof of the facts giving rise to the application for leave under Article 7.00 or 7.01.

7.03 • No more than five employees, at any given time, shall be entitled to time off without pay for the purposes of attending to any specific activity of the Union; provided that advance notice of not less than 48 hours shall be given to the employing Company and provided further that such notice shall not be required for the purposes of grievance procedures.

7.04 • Reasonable leave of absence without pay may be granted to an employee provided that notice of such leave of absence shall be given to the Union forthwith. Such leave of absence shall not exceed three months, except in the case of disability or extenuating circumstances.

8.00 • *Work Week*—The ordinary work week shall consist of not more than six working days of not more than 54 hours and an ordinary day shall not be for less than nine hours nor more than 10 hours, after which work-time, overtime at time and a half shall apply and be paid.

9.00 • *Statutory Holidays*—The following days shall be considered statutory holidays for the purposes of this agreement:

New Year's Day

Good Friday in 1964

Labour Day in 1963 and 1964

Christmas Day

9.01 • Employees shall, where possible, be given leave of absence with pay on the aforementioned statutory holidays.

9.02 • Each employee who is required to work on a statutory holiday shall, in addition to his regular pay, receive an

extra day's pay for such work: (a) at regular hourly rates if the said statutory holiday is part of his regular work week, and (b) at the rate of time and one-half if the said statutory holiday is not part of the employee's regular work week.

10.00 • Discipline—The Companies shall have the right to make any reasonable rules and regulations not inconsistent with or contrary to the laws in force from time to time or the present agreement as at present or as amended from time to time, but the Companies shall not have the right to discipline any employee except in conformity with such valid regulations.

10.01 • Any such rules or regulations shall not come into force, however, until three days after a duly certified copy shall have been remitted to the Union's President or record or [the] constitutional alternate, and a similar copy shall have been posted both in the drivers' room and at the garage.

10.02 • The infractions of any such rule may give rise to such disciplinary measures as are provided thereby, subject under pain of nullity to the following procedures:

(a) The affected Company shall forthwith notify in writing the employee and the Union's President or its constitutional alternate, of the name of the employee involved, the particulars of the alleged violation, and of the penalty it proposes to apply.

(b) Any penalty shall be served without delay, subject to the following paragraph.

(c) The validity or reasonableness of any such penalty and of the regulations by which it is provided may be made the subject of a grievance at the discretion of either the Union or the affected employee.

10.03 • A Company official must identify himself and show his authority before giving employees instruction.

10.04 • In applying penalties for infractions of the Companies' rules, the Companies and Union agree to adopt the following procedure, to the extent provided in such rules:

(a) Personal reprimand by the Companies' manager or by one of its representatives when the situation requires.

(b) Suspension from work, without pay, for a period of one to three days in the case of a second offence, provided that this second offence happens within a period of 12 months from the date of the first offence, otherwise the offence will be considered as a first offence.

(c) Dismissal from the Companies' service, for a third offence, provided that such third offence happens within a period of 12 months from the date of the second offence, otherwise such offence will be considered as a first offence.

11.01 • Seniority—No employee shall be entitled to seniority until he has completed three months of continuous service with the Companies, after which date his seniority shall date back to the date of his first hiring.

11.01 • Employees hired on the same day shall have seniority established for them in the order in which they complete their training period.

11.02 • Seniority shall be established on a department basis, and a seniority list for each department will be prepared and posted by the Companies as soon as possible after coming into force of this agreement, and the seniority list shall be revised and posted every six months thereafter.

11.03 • An employee loses his seniority if he:

(a) voluntarily quits the employ of the Companies;

(b) is justifiably discharged;

(c) is laid off for more than a period of 12 months;

(d) fails to report for work within seven calendar days after being notified by registered mail at his last known address to return to work following a layoff, or fails to advise the Company within the said seven days of his intention to return to work.

11.04 • An employee does not lose his seniority while he is on leave of absence granted in accordance with the provisions of Article 7, provided that such leave does not exceed 12 months.

11.05 • Layoffs shall be on the basis of seniority in the department, and recalls in a department shall be on the basis of last off-first recalled, provided the employee has not been laid off for more than 12 consecutive months.

12.00 • Promotions—Promotions shall be made in the order of seniority, providing that the employee has the qualifications and ability for such new position. Employees promoted to new positions shall have a 30-day trial period in which to qualify for such position.

12.01 • No employee shall be compelled to accept a promotion and shall not be disciplined or discriminated against by virtue of his refusal to accept a promotion.

13.00 • Notice Board—The Companies shall maintain one notice board in the drivers' room and another at the garage, and the Union may post any Union notice pertaining to its business on the said boards at any time at its discretion. No Company notice shall be posted on the said Union notice board. The notice board shall be under the jurisdiction of the Union and shall not be interfered with in any way by the Companies.

14.00 • Grievance Procedure—Any complaint, difference or dispute in respect of any matter arising out of this contract or the relations between the Companies and

the Union or the employees, shall be dealt with and governed by the provisions of this article.

14.01 • Any grievance by the Companies, or the Union or an employee, shall be reduced to writing on a form supplied by the Union and shall be taken up in the following manner:

Step 1—By a conference between the shop steward and the supervisor or foreman (whoever is the superior of the particular employee), and such supervisor or foreman shall give his written decision to the shop steward within the next two working days.

Step 2—If the matter is not settled between the parties, the person aggrieved may submit the case in writing within 15 days to the general manager, and if the matter is not settled within seven days thereafter, the grievance may be submitted to arbitration in accordance with the following arbitration provisions.

15.00 • Arbitration—The board of arbitration shall consist of three arbitrators, one appointed by the Union, one appointed by the Companies, and the third to be appointed by agreement between the two aforesaid nominees or, failing agreement, by the Minister of Labour of Canada. The Union's and Companies' nominees shall be appointed within five days from the date of notice of arbitration, and the nominees shall have 15 days within which to attempt to agree on the name of the arbitrator [chairman]. If after the expiration of the said 15 days, the nominees have failed to agree as to the chairman, either party may apply to the Minister for the appointment of the chairman of the arbitration board.

15.01 • The board of arbitration shall as soon as possible meet and determine the matters in issue submitted to it, and a majority decision of the board shall be binding upon both parties.

15.02 • No person may act as an arbitrator who has been an agent, attorney or solicitor for the Union or the Companies during the three months preceding the date of the nomination.

15.03 • The parties shall bear the expense of their own nominee to the board, and shall jointly and equally bear the expense of the chairman, if any.

15.04 • The board of arbitration shall not make any decisions inconsistent with this agreement and, in dealing with a matter in dispute, shall have the right to require the reinstatement of any employee suspended or discharged, and to order an amount of pay or compensation in lieu of pay to be paid to such employee, and:

To order the employee to be reinstated, within three days of the service of the board's ordinance to that effect, with all his rights and privileges, and pay him, as an indemnity, the equivalent of the salary and other advantages

of which he was deprived by such dismissal or suspension, and the employer shall be bound to comply with the board's ordinance to that effect.

If the employee has worked elsewhere during the period of his dismissal or of his suspension, the salary that he so earned shall be deducted from such indemnity.

The board may also decide, concerning the salary and other advantages, all other measures judged appropriate.

16.00 • Rates of Pay—The wage scale applicable for the term of this agreement shall be an increase for all classifications of \$0.05 and \$0.07 for Hull Metropolitan Transport Limited and of \$0.06 and \$0.09 for Hull City Transport Limited. The \$0.05 and \$0.06 increase [to be] for the first year, and the \$0.07 and \$0.09 [increase] for the second year.

17.00 • Uniforms—The Companies will supply or make available to all drivers one uniform cap with winter band, one uniform jacket, two pairs of uniform trousers, four shirts and two ties.

17.01 • The cap with winter band, four shirts and two ties, shall be provided to each employee by the Companies once every year at the expense of the Companies.

17.02 • New employees shall be required to pay, at their own expense, for the balance of the uniform, this being the jacket and trousers.

17.03 • Uniforms shall be replaced every 18 months.

17.04 • The Companies shall pay the full cost after five years.

18.00 • Runs and Selections—As nearly as possible, all runs shall be continuous.

18.01 • Where it is necessary to divide working days into two pieces, such two pieces shall be within a period of 12 hours in one day, and where there are three-piece runs, they shall be within 13-hour periods.

18.02 • The value of all schedules runs shall not be less than seven hours and not more than 10 hours.

18.03 • Bookings for all runs shall be made every four months.

18.04 • Run-selection sheets will be posted at least seven days before the commencement of the selections, and selections shall be completed within the next seven days. The coming into force of said booking shall be seven days after the completion of the choice.

18.05 • A driver who has signed for a run shall keep it for the booking period of four months. If it becomes necessary to cancel it or to shorten it to a period less than seven hours, the Companies shall offer the driver a similar run of the same category of work for a similar number of hours, and in default, the driver shall become a spare according to his seniority.

18.06 • Regular runs that become open for more than seven days, through resignations, dismissals, leave of absence or extended illness, will be filled by the senior spare driver who could not book a regular run at the regular booking. In case of illness, the driver so replaced shall be entitled to take back his booking when his illness is ended.

18.07 • The first five senior men shall be entitled to book as spare drivers, but if they elect to be such spares, they may not take over a regular run under Article 18.06, but such regular runs shall be filled by the next junior people.

18.08 • On any call-out of a driver or compulsory attendance of spares, [such drivers] will be paid for a minimum of two hours work.

18.09 • Employees finishing regular runs before 9:00 p.m. may be required to report for work for the period from 5:00 a.m. to 10:00 a.m. An employee who finishes work between 9:00 p.m. and 12:00 p.m. may not be required to report for work before 10:00 a.m. Employees finishing work after midnight may not be called out before 3:00 p.m.

18.10 • Inspectors may not check a driver's cash in a public place, but only in a private place or at the Companies' office.

18.11 • Regular employees shall report five minutes before the commencement of their regular bookings. Failing to do so, an employee may lose his run for the day.

If such a regular employee has so lost his regular run and if that run starts before 8:00 a.m., he shall report at 10:00 a.m. for booking for the balance of the day, and he shall remain at the disposal of the Companies for the balance of the day. However, if before 10:00 a.m. the dispatcher elects to call said driver as a replacement on another run, the driver shall be required to report for duty when called.

19.00 • *Case of Dismissal*—Being impaired during working hours, habitually reporting late, theft, damage of Company property due to carelessness, drinking alcoholic beverages in the bus, accidents due to negligence, incivility to passengers, drinking in uniform in public places, transporting people for less than the regular fare, taking off without permission or without notice, or being short in cash lent by the Companies, shall be subject to instant dismissal. These grounds are not limiting.

19.01 • In the case of a serious offence at work, other than [any of] those set forth in Clause 19.00, and which would seriously affect the discipline of the employees, the Companies will be able to summarily deal with the employee and even dismiss him.

20.00 • *Garage Employees*—The Companies will supply each garage employee, free of charge, with two pairs of pants and two shirts or two pairs of winter coveralls, according to the type of work. The Companies will pay for cleaning of the same.

20.01 • The normal working week will be 48 hours divided in six days of eight hours each. Time and one half shall be paid for all overtime work.

21.00 • *Duration of the Agreement*—This agreement shall be in effect for a period of two years from the date of the signature of the agreement.

(Sgd.) Mario Du Mesnil,
Chairman

(Sgd.) Robert Bouchard,
Member (Dissenting)

(Sgd.) C. N. Beauchamp,
Member.

Montreal, Que., July 9, 1963.

(Translation)

Minority Report

The Union nominee, while in agreement with several of the collective agreement provisions recommended by the Chairman of your Conciliation Board, must report that he does not concur on all monetary provisions, generally.

The Union, having made many concessions during direct bargaining and conciliation proceedings, stated its final position before the Board as follows:

Wages

1. Hull Metropolitan Transport Limited

Drivers:

From August 1, 1962 to July 31, 1963 \$1.69
From August 1, 1963 to July 31, 1964 \$1.75

Maintenance:

Motor mechanic \$2.35
Motor mechanic helper \$1.90
Serviceman \$1.75

2. Hull City Transport Limited

Drivers:

From August 1, 1962 to July 31, 1963 \$1.69
From August 1, 1963 to July 31, 1964 \$1.75

Maintenance:

Motor mechanic \$2.35
Motor mechanic helper \$1.90
Serviceman \$1.75

The Union nominee cannot recommend increases lower than the above, for the following reasons.

Public transportation is a public service and, as such, must meet certain standards of efficiency and safety for the travelling public. These standards are partly regulated by government orders and form a part of operating costs.

The owner, private or public, must comply with these minimum standards, otherwise his operating permit is withdrawn.

In this instance, public conveyance in the Hull area is in the hands of a private undertaking. There is nothing in the evidence to show that it is not giving an adequate service. Operating costs would not seem to be so high as to place on its profit-earning capacity a burden such that profits would be impossible.

Now then, the Union has established, with supporting documents, that the wages paid by the Hull company are shamefully lower than those granted by public transportation operators in several other cities, such as Brantford, Cornwall, Fort William, Belleville, Galt, Guelph, Hamilton, Kingston, Kitchener, London, Niagara Falls, Oshawa, Peterborough, Port Arthur, St. Catharines, Sault Ste. Marie, Sudbury, Toronto and Montreal.

In the twin city of Ottawa, bus drivers earn \$2.07 an hour, as compared with \$1.50 and \$1.60 an hour in Hull and district.

According to the federal Bureau of Statistics, the average hourly earnings in the public transportation industry in Canada in 1962 were \$1.98.

Since there is no special government regulation governing wages and working conditions in this industry, and since no documentary contestation has been made by the company nominee, these data must therefore serve as a guide to the Conciliation Board, which is expressly ordered, under the authority vested in it, to set wage standards.

In fact, there is but one specific regulation in the public transportation industry, and it is that which is provided in collective agreements in other cities.

I therefore feel, in all equity and good faith, that the wages paid by the Hull City Transport Limited and the Hull Metropolitan Transport Limited are below the standards and should be at least comparable to those received by employees who do the same kind of work in other comparable cities where collective agreements have been signed and, above all, comparable to those paid in the city of Ottawa. It is a matter of justice.

This being my stand on the wages that should be paid to the Hull public transportation employees I must, perforce, decree a substantial increase in operating costs.

Higher operating costs could result in checking the profits of the two companies concerned. If that were the only effect of fair and reasonable wages, the companies should be satisfied to operate without profit, otherwise we would find ourselves in the situation where the employee, by accepting wages lower than fair and reasonable standards, subsidizes the undertaking and

the owner's profits, which is an unfair, illogical and inefficacious solution.

Profits come first and wages second in private undertakings. This has resulted in a deplorable situation in Hull, where poorly paid people must work exceedingly long hours in order to make both ends meet.

Consequently, if the Hull City Transport and the Hull Metropolitan Transport companies cannot meet their fixed costs and the costs of fair and reasonable wages based on the above-mentioned standards, even by increasing their fares, then their operating permits should be withdrawn.

Since public transportation is an essential public service, it would then be up to the public authorities to intervene. The municipality can no longer put up with private companies' continuing to make profits at the expense of a great number of ill-paid family heads. It must intervene and think up such solutions as are likely to regularize the working conditions of public transportation employees, and this could even lead to "municipalization."

On the other hand, it would appear from the evidence that working conditions offered by city-owned public transportation systems are better than in private undertakings.

It should be noted that the Union does not, for the time being, demand parity with Ottawa, which proves that it is acting in good faith. It seeks only a fair increase for its members and wage adjustments that will place the drivers of the two companies on an equal footing (there is a 10-cent-an-hour gap to be filled).

Furthermore, it is inconceivable that the two companies should persist in refusing their drivers the eight-hour day and the 48-hour week when the average work week for this industry in 1962 was 44.4 hours. The 60-hour week is a sweating system which must be put to an end.

To reach a full-employment economy, it is imperative that hours of work be reduced. Thus are new jobs created. It is not unreasonable to ask for good wages in return for a fair work week. The companies in this case are therefore under social obligation.

For these various reasons, the Union nominee disagrees with the majority report and upholds the position taken by the Union concerning wages, hours of work, holidays and social benefits.

(Sgd.) Robert Bouchard,
Member.

This 24th day of July 1963.

Read and noted:
(Sgd.) C. N. Beauchamp,
Member.

This 2nd day of August 1963.

Legal Decisions Affecting Labour

Ont. Court of Appeal rules that question of law is outside Labour Relations Board's jurisdiction. B.C. Supreme Court rules on distribution of non-contributory pension fund. Ont. High Court enjoins picketing, rules on status of trade unions

In Ontario, the Court of Appeal upheld a certification order and ruled that the Ontario Labour Relations Board did not have judicial authority to decide a pure question of law, and that the Ontario Food Terminal Board was not a Crown agency and, therefore, as an employer, was subject to the Ontario Labour Relations Act.

In British Columbia, the Supreme Court decided what are the rights of various categories of union members covered by a non-contributory pension plan that was replaced by a new plan, and to what extent the employers may use a surplus of funds accumulated under the original plan to finance a new plan.

In Ontario, the High Court, granting a permanent injunction against picketing, held that picketing in breach of conciliation provisions of the Ontario Labour Relations Act was illegal and held the affected union individuals liable for damages. Also, the Court ruled that, although under the Ontario Labour Relations Act a certified union is a legal entity, the union in question could not be sued in its own name for damages and injunction because of the Ontario Rights of Labour Act. Consequently, the Court granted damages against the individual defendants and enjoined their acts of picketing.

Ontario Court of Appeal . . .

. . . rules Ontario board not a Crown Agency and is subject to Labour Relations Act

On March 12, 1963, Mr. Justice Laidlaw of the Ontario Court of Appeal dismissed an appeal from the decision of the Ontario High Court (L.G., Jan., p. 61) and held that the Ontario Food Terminal Board was not a Crown Agency under its constituent act, nor under the Crown Agency Act, nor under common law principles, and that it was an employer subject to the provisions of the Ontario Labour Relations Act.

Further, the Court held that a pure question of law, such as whether a board created by a statute is a Crown Agency, cannot be determined by the Ontario Labour

Relations Board, but must be determined by a court of competent jurisdiction.

On June 6, 1961, Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers was certified by the Ontario Labour Relations Board as the bargaining agent for a unit of employees of the Ontario Food Terminal Board.

The Labour Relations Board at the time of certification heard counsel from the interested parties, and the Food Board argued that it was a Crown agent by virtue of Section 11 of the Interpretation Act and the provisions of the Crown Agency Act. The Labour Relations Board assumed the judicial power to determine the effect of the Crown Agency Act and the status of the Food Board at common law. It concluded that the Board was not a Crown Agency and, being an employer, was subject to the Labour Relations Act.

The Ontario High Court had dismissed the Food Board's application for a writ of *certiorari* to quash the certification order. The ruling of the High Court had been appealed by the Food Terminal Board.

On appeal, Mr. Justice Laidlaw reflected on the judicial power assumed by the Labour Relations Board when it held that the Food Board was not a Crown Agency. He ruled that the Labour Relations Board had no right to determine that question, since it was a pure question of law that could only be determined by a judge appointed under the provision of Section 96 of the B.N.A. Act. He held that a provincial board, like the Ontario Labour Relations Board, must decide whether it will assume jurisdiction to entertain applications brought before it, but that its jurisdiction is subject to challenge by interested parties in courts of competent jurisdiction.

When a question of jurisdiction or a question of pure law is encountered, proceedings ought to be stayed until a competent court decides the question. Furthermore, he maintained that boards established by provincial legislation must refrain

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

from usurping the functions and powers of those courts whose judges are appointed only by the Governor General under the provisions of the B.N.A. Act.

Mr. Justice Laidlaw noted that Section 79 (1) of the Labour Relations Act was repealed and replaced by the following provision contained in Section 13 of 1961-62 (Ont.), c. 68:

The Board has exclusive jurisdiction to exercise the powers conferred upon it by or under this Act and to determine all questions of facts or law that arise in any matter before it, and the action or decision of the Board thereon is final and conclusive for all purposes.

But he felt that the section had been enacted contrary to established law.

He reviewed the relevant authorities and concluded that the *ratio* in the Privy Council judgment in *Toronto v. York Tp. et al*, [1938] 1 D.L.R. 593, was applicable. The *York Tp.* case held that:

It is primarily an administrative body: so far as legislation has purported to give judicial authority that attempt must fail. It is not validly constituted to receive judicial authority.

Mr. Justice Laidlaw maintained that this jurisdiction could only be exercised by a Superior Court, or a tribunal analogous thereto. The constitutional validity of Section 79 (1), as amended in 1962, was not in issue, but he ruled that the Labour Relations Board did not have judicial authority to decide the question of law it encountered. Moreover, he added, as *obiter*, that the legislature could not give the Labour Relations Board exclusive jurisdiction to determine any question of law that was within the competence and jurisdiction of only a validly constituted court.

The prime issue before the Court of Appeal was whether the Food Board was a Crown Agency. The Food Board argued that it was a Crown Agency, having due regard to the relevant cases, the provisions of the constituent act, the fact that it was controlled by the Crown, the definition of Crown Agency in the Crown Agency Act, and the meaning of Crown Agency at common law.

Mr. Justice Laidlaw contended that it was hard to establish a concrete test to determine whether an entity is a Crown agent. He said many factors were involved, such as the nature of functions performed and for whose benefit they were rendered, the nature and extent of the powers entrusted and the nature and degree of control retained by the Crown.

Mr. Justice Laidlaw referred to the objects of the Food Board and the powers exercisable by the Crown and the Board. He noted that the original Ontario Food Terminal Act enacted in 1946 gave the Minister

discretionary powers to regulate the objects and powers of the Board and to regulate the operation of the terminal.

The Justice believed that the regulatory power vested in the Minister under the provisions of the original Act was a strong indication that the Food Board, as then constituted, was a Crown Agency. When the Act was amended in 1955, the discretionary power of the Minister to make regulations was terminated. The amendment gave the Board the power to make regulations concerning operation of the terminal and any other matters necessary to implement the provisions of the Act.

The amended constituent Act created a public corporation with the powers to operate a public market, and the functions and services the Food Board provided were public or semi-public in nature. Mr. Justice Laidlaw concluded that the Board was a corporation wholly free and independent in the exercise of its powers, and also free from any control by the Crown over its expenditures and finances.

To illustrate the lack of effective Crown control to create a Crown Agency, Mr. Justice Laidlaw referred to several relevant cases and quoted from the decision of Lord Justice Denning in *Tamlin v. Hannaford*, [1950] 1 K.B. 18, at p. 25, as follows:

When Parliament intends that a new corporation should act on behalf of the Crown, it as a rule says so expressly . . . In the absence of any such express provision, the proper inference, in the case, at any rate, of a commercial corporation, is that it acts on its own behalf, even though it is controlled by a government department.

In the above case, there was no act similar to the Crown Agency Act, but Mr. Justice Laidlaw observed that the decision did not conflict with the view that a board may be created by legislation as a Crown Agency without an express statutory declaration. He maintained that in each case all the relevant provisions in the existing, constituent acts must be considered to determine whether or not a board is a Crown agent.

Mr. Justice Laidlaw dealt with the power of the Lieutenant-Governor in Council to appoint the Food Board members, and he referred to several decisions in which it was pointed out that, unless the constituent act makes the administrative acts of the Board acts of the Crown rather than its own acts, there is no Crown Agency. Moreover, there must be a control retained by a Minister or the Lieutenant-Governor in Council to veto the acts of the Board before the Board can be considered a Crown agent.

With regard to the annual financial statement to the Minister of Agriculture, Mr. Justice Laidlaw held that it was only for the purpose of providing information to the Legislature and not in order that certain expenditures may be refused. This requirement was not intended to create any control by the Crown over the Board.

The Food Board argued that the *Halifax v. Halifax Harbour Com'rs*, [1935] 1 D.L.R. 657, case was applicable. Mr. Justice Laidlaw held that the case could be distinguished on the ground that the degree of control retained by the Crown was much greater than the case at bar. The court in that case held that the Harbour Commissioners were "subject at every turn in executing those powers to the control of the Governor representing His Majesty and acting on the advice of His Majesty's Privy Council for Canada, or of the Minister of Marine and Fisheries."

Mr. Justice Laidlaw referred to *Metro-politan Meat Industry Bd. v. Sheedy et al.* [1927] A.C. 899, and maintained that the fact situations were analogous to those of the case at bar. The Board, in that case, had discretionary powers over which the Crown had retained certain rights to interfere. However, the constituent act gave the Board wide powers to exercise at its own discretion without consulting Crown representatives. The Court then ruled that the Board did not operate in the service of the Crown.

Following the *ratio* of the *Meat Industry* case, Mr. Justice Laidlaw concluded that the Food Terminal Board was not a Crown Agency and all the "acts done by it carrying out the objects for which it was constituted and incorporated by the statute are its own acts as distinguished from acts of or for the Crown." Since the Board was not a Crown agent, he ruled that it was an employer and therefore subject to the terms of the Labour Relations Act.

The Court of Appeal dismissed the appeal. *Regina v. Ontario Labour Relations Board, ex parte Ontario Food Terminal Board*, (1963), 38 D.L.R. (2d), p. 530.

British Columbia Supreme Court . . .

. . . determines union members' rights in funds of non-contributory pension plan

On January 10, 1963, Mr. Justice Brown of the British Columbia Supreme Court ruled on the rights of union members in the funds of a non-contributory employee pension plan that was later superseded by another plan, and on the rights of employers to use the surplus of the existing fund to help finance a new plan.

On April 1, 1953, the Shipping Federation of British Columbia implemented a pension plan covering certain longshoremen. The union did not exist in its present form until 1956, although the members of its predecessor were the beneficiaries under the plan. Only the Federation contributed to the plan.

The Canada Trust Company was appointed by the Federation as the fund trustee. When made a party to this dispute, the trust company contended that the proceedings against it initiated by the union members were barred by Section 15 of the trust agreement, which stated: "No person other than the Federation may require an accounting or bring an action against the Trustee with respect to the said Plan or the Fund and/or its actions as Trustee."

Moreover, the trust company maintained that the person for whose benefit the trust was created (*cestuis que trust*) must take the burden with the benefits and cannot repudiate the conditions on which the trustee accepted the trust.

Mr. Justice Brown dismissed the trust company's arguments and ruled that to allow such a contention "would be to oust the jurisdiction of the courts entirely." He went on to quote from 9 Hals., 3rd ed., p. 352, Para. 825: "An agreement purporting to oust the jurisdiction of the courts entirely is illegal and void on the grounds of public policy."

The dispute arose as the result of a month-long strike by the union members in August 1958. The principal complaint was the inadequacy of the pensions.

In the settlement, the Federation agreed to pay into the pension fund a sum equal to 16 cents for every man-hour worked. The new plan would pay higher benefits but was to last only 10 years, whereas the 1953 plan was to continue indefinitely.

On March 10, 1959, an actuary's valuation placed the 1953 fund at \$2,134,120, from which a sum of \$479,600 had to be set aside for those union members who had retired under that plan. The Federation maintained that the settlement permitted the use of the balance of \$1,654,520 to finance the new plan. The pensioners under the 1953 plan and the union members disagreed with this contention, and maintained that under the provisions of the 1953 plan, the balance of the fund was theirs.

The Federation claimed that it had always intended to use the balance to finance the new plan and "would not have consented to the 1958 settlement otherwise." The union contended that its negotiators would not have accepted the strike settle-

ment if they had known the Federation intended to use the balance to finance the new plan.

When the plan commenced, the Federation persuaded the trustee to pay sums, at the rate of 16 cents a man-hour, from the 1953 balance into the new fund. The balance would constitute about one half of the funds of the new plan and the Federation would contribute the remainder.

The Federation and the union each sought to justify their claims on the construction of Section 21 of the 1953 plan. The Federation maintained that the right to act as it did was found in a Paragraph 1 of Section 21, where it was stated:

... It is expected that the plan will be continued indefinitely, but the Shipping Federation reserves the right to suspend, discontinue, change and modify the plan in any way it may consider necessary or desirable should future conditions or events in the judgment of the Shipping Federation warrant any such action.

The union contended that the 1953 plan was discontinued and that the fund must be disposed of in accordance with Paragraph 2 of Section 21, which reads as follows:

If the plan is discontinued, no further payments into the pension trust fund shall be made and the Pension Trust Fund shall be disposed of or utilized by the Joint Pension Administrative Committee for the benefit of retired union members eligible to participate in the Plan and for the benefit of Union members in such manner as the Joint Pension Administrative Committee shall at the time of the discontinuance in their absolute discretion determine as being equitable; provided however that if at the time of the discontinuance of the plan, after providing for the payment of all pensions payable under this plan, there shall be a surplus which has arisen by reason of actuarial error, such surplus shall be returned to the Shipping Federation to be used by it for its own benefit or for the benefit of the members of the Shipping Federation as may be determined by the Shipping Federation.

The union argued that, since the plan was discontinued, the Joint Pension Administrative Committee should be allowed to exercise its absolute discretion for the benefit of the union members and the retired union members eligible to participate in the plan.

Mr. Justice Brown noted that the action was brought on behalf of: the union members pensioned off under the 1953 plan; the union members of the Joint Administrative Committee, which was purportedly disbanded by the Federation's unilateral action; and the union members as a whole.

Mr. Justice Brown could not understand the claim of those union members who had been pensioned off under the 1953 scheme, since their benefits were being paid and a sum had been set aside which would cover the men actuarially till death. Indeed, he

discovered that there would be a surplus in that fund.

It was contended for the pensioned union members that they were entitled to a share of the excess of funds according to the provisions of Section 21. Mr. Justice Brown dealt with this contention and ruled that Section 21 merely required the setting up of a trust fund to ensure that the pension would be paid, and as such trust was operating, the claim of the pensioned union members had to be dismissed.

The Federation objected to the claims of other union members on the ground that the new plan was a change or modification of the 1953 pension plan contemplated in Paragraph 1 of Section 21. Further, the Federation maintained that the word "discontinue" used in Paragraph 2 of Section 21 meant absolute stoppage and since there was not an absolute stoppage, then the provisions of Paragraph 1 applied.

The 1953 plan was registered with the Department of National Revenue. The Federation maintained that the registration was only to save taxation on the funds accumulated. The union contended that one of the questions and answers in the registration application favoured their interpretation of Paragraph 2 of Section 21. The question reads as follows:

15. Discontinuance of Plan: State provisions made in the event of discontinuance of plan *in whole or in part* or in the event of bankruptcy, liquidation or winding up of employer.

Answer: "Pension Trust Fund will be utilized by the Joint Pension Administrative Committee equitably for the benefit of eligible retired union members, and eligible active union members."

The union raised the point on partial discontinuance and contended that the answer to question No. 15 precluded the Federation from saying that the word "discontinuance" in Paragraph 2 of Section 21 meant absolute stoppage. It was argued that the Federation had admitted that the same result would follow whether the discontinuance was in whole or in part.

Mr. Justice Brown was not certain that an inadvertent statement to a third party, not involved in the proceedings, would bind the Federation as against the union. However, he felt that it should not be overlooked entirely when attempting to determine the meaning of Section 21.

The Federation established by cross-examination that it had, when the 1953 plan was being formulated, consistently refused to give the union details of the financing of the plan. Mr. Justice Brown concluded the Federation was trying to show that it had always controlled the funds in attempted secrecy in reliance on its rights under Paragraph 1 of Section 21.

Moreover, Mr. Justice Brown agreed with the contention of the Federation that union negotiators had the power to agree to the new plan, the power given to them by the union members, and that the members could not afterwards complain about the alteration. This argument, he felt, was valid but only in so far as it applied to the union members who did not lose their whole equity by the modification in the pension plan.

The union argued that it had reason to believe that its total gain on the strike settlement was 48 or 49 cents an hour, and that 16 cents of this sum was to be paid by the Federation for pensions. The union said it was intimated that the Federation would pay the whole 48 or 49 cents. Mr. Justice Brown ruled that an intimation was not strong enough to show that that was what was meant in the settlement, especially when there was no proof that the Federation had given its negotiator the authority to make an acceptance on that basis.

The Federation maintained it had always intended to use the surplus money of the 1953 fund to finance the new plan. Mr. Justice Brown held that the curious wording of the pension clause in the terms of the strike settlement "the Federation will direct to be paid into a pension fund" could hardly have escaped the notice of the union negotiators, and that in order to conclude the long negotiations, both parties refrained from mentioning the disposition of the 1953 fund. The union's silence, he held, could only mean that the union intended to determine the question by subsequent litigation.

The Federation maintained that a trust was established by the 1953 plan and still existed, except that the beneficiaries were changed by the agreement of the union. The union argued a trust cannot be changed unless the beneficiaries are aware of the full facts.

Mr. Justice Brown agreed that all the union members had an interest in the 1953 fund at the time of the strike settlement and at the end of 1958. He attempted to determine which union members would be deprived of their interest if the Federation used the fund as it desired.

The evidence did not show a contemplation that the union members pensioned off under the 1953 plan were to get a "windfall of unexpected money."

Mr. Justice Brown held that the union members who could have retired under the 1953 plan but who retired under the improved benefits of the new plan were not deprived of their trust rights. Moreover, he

held that those union members who were 55 years of age or over at the end of 1958 would also gain under the new plan, since they would retire during its 10-year duration. They had no claim in the action as their 1953 trust was more than honoured.

The remaining active union members had an interest in the 1953 plan, but could not have any possible interest in the new plan, unless they were retired before the age of 65 by reason of industrial accident and "the number to be so retired is incalculable and is likely to be very small."

In considering the above four classes in the light of the provisions of Section 21, Mr. Justice Brown ruled that the pensioner plaintiffs "do not come under the provisions of either the first or second paragraph, as there is no alteration or discontinuance in so far as they are concerned"; those union members who retired under the new plan but who could have retired under the 1953 plan come under Paragraph 1 and their pensions have been changed to their own advantage; the union members who were 55 years of age or older at the end of 1958 come under Paragraph 1 and the change has been to their advantage; the pension plan of the remaining union members had been discontinued and they acquired rights under Paragraph 2.

Mr. Justice Brown held that the 1953 plan was discontinued in part, but the partial discontinuance was a complete discontinuance with regard to those union members under the age of 55 at the end of 1958. Furthermore, he held that determining the interest of the latter class in the 1953 fund would be difficult, but that it was the duty of the Court to try to do so.

Mr. Justice Brown settled on the actuarial figures given to him and on this basis he found that the 1953 fund (less the amount to secure the pensioners and a proportionate division to take care of those over age 55) was impressed with a trust in favour of the union members under the age of 55 years at December 31, 1958 in the amount of \$506,110, and ordered that the Joint Pension Administrative Committee be reconvened to deal with this fund.

It was ordered that the Federation would have the use of all the funds of the 1953 plan for the new plan, with the exception of the \$506,110 share and its increment and the \$479,600 set aside to pay the 1953 pensions. The trustee was ordered to pay the \$506,110 and its increment to the Joint Pension Administrative Committee. *Jones et al. v. Shipping Federation of British Columbia et al.* (1963), 37 D.L.R. (2d), p. 273.

Ontario High Court . . .

. . . rules trade union a juridical entity under the Ontario Labour Relations Act

On April 8, 1963, Mr. Justice Spence of the Ontario High Court, in an action against the Hotel and Restaurant Employees' and Bartenders' International Union and individual defendants, confirmed an interlocutory injunction against picketing previously granted by Mr. Justice Landreville of the same Court (L.G., May, p. 402) and ruled that picketing in contravention of conciliation proceedings as prescribed by the Ontario Labour Relations Act did constitute a nuisance and was illegal despite the fact that there was no disorder or any breach of the peace.

Further, the Court held that although at common law an unincorporated trade union cannot sue or be sued in its own name, not being an entity known to the law, the effect of the Ontario Labour Relations Act is to make a union certified thereunder a juristic person that can sue and be sued in its own name. In view of Section 3 (2) of the Ontario Rights of Labour Act, however, such a union cannot be made a party to a tort action for damages and an injunction arising out of unlawful picketing.

Consequently, the Court enjoined the individual union officer and union members and employees appearing as defendants from displaying placards and notices at or near the plaintiffs' premises, and the Court granted damages against the individual defendants only.

The Hotel and Restaurant Employees' and Bartenders' International Union was certified as the bargaining agent for the employees of two hotels in Sturgeon Falls. The collective bargaining with a view to conclusion of a collective agreement was not successful and, before exhausting conciliation proceedings as prescribed by the Ontario Labour Relations Act, the union started picketing. Mr. Justice Landreville granted an interlocutory injunction against picketing on the ground that picketing in breach of the provisions of the Act constituted a tortious nuisance and was causing damages to the hotel business.

Following the granting of the interlocutory injunction, the hotels concerned brought an action for permanent injunction and damages against the union and individual persons for unlawful picketing, inducing breach of contract, and breach of the Ontario Labour Relations Act.

At the opening of the trial before Mr. Justice Spence, counsel for the individual defendants moved for an order amending the style of cause by striking out the words "the Hotel and Restaurant Employees' and

Bartenders' International Union, C.L.C., A.F. of L., C.I.O.," on the ground that there is no such entity known to the law of Ontario for purpose of suit. Later this motion was modified and counsel merely asked for an order that the trade union could not be sued in its own name.

Dealing first with the issue whether a trade union could be sued in its own name, Mr. Justice Spence stated that it had been established that apart from a special statutory provision, a trade union, being neither a person, nor a partnership, nor a corporation, could not sue or be sued in its own name.

This conclusion was reached in earlier decisions and by Mr. Justice Barlow in *Can. Seamen's Union v. Canada Labour Relations Board and Branch Lines Ltd.* (L.G. 1951, p. 697), and was stated, although incidentally (*obiter*), by Mr. Justice Rand in the Supreme Court of Canada in *Orchard et al. v. Tunney* (L.G. 1957, p. 1214).

That a trade union may, by the provisions of a statute, acquire a juridical personality, and may sue and be sued in its own name, was demonstrated in *Taff Vale R. Co. v. Amalgamated Soc. of Railway Servants*, (1901) A.C. 426. There Mr. Justice Farwell said, and his reasons were adopted in the House of Lords:

Now, the Legislature in giving a trade union the capacity to own property and the capacity to act by agents has, without incorporating it, given it two of the essential qualities of a corporation—essential, I mean in respect of liability for tort, for a corporation can only act by its agents, and can only be made to pay by means of its property.

The *Taff Vale* case dealt with a trade union that was registered under the provisions of the British Trade Union Acts of 1871 and 1876.

In Canada, Mr. Justice Spence continued, there are two examples of a provincial statute's—the British Columbia Industrial Conciliation and Arbitration Act—being held to have the same effect of creating a juristic person who could be a party to an action in its own name. The decisions to this effect were: *Re Patterson and Nanaimo Dry Cleaning and Laundry Workers Union, Local No. 1* (L.G. 1947, p. 1500), and *Vancouver Machinery Depot Ltd. et al. v. United Steelworkers of America et al.* (1948) 4, D.L.R. 518.

The Court of Appeal in British Columbia held in both of these cases that the provisions of the statute had resulted in the creation of a juridical personality that could sue and be sued. Mr. Justice Spence added that in the case at bar it was admitted by counsel that the British Columbia statute

and the Ontario Labour Relations Act are the same in this matter (*in pari materia*).

The matter of legal status of trade unions next came before the Supreme Court of Canada in *International Brotherhood of Teamsters, Local No. 213 v. Therien* (L.G. 1960, p. 276). That was an action in which an independent contractor sued a union for damages caused him by the alleged improper and illegal actions of the union in notifying the company with which he was carrying out a contract that the union would strike if the company continued to deal with the plaintiff, in this way preventing him from continuing to work for that company. The Supreme Court of Canada unanimously dismissed an appeal from the Court of Appeal of British Columbia, which had affirmed a judgment of Mr. Justice Clyde in favour of the plaintiff. In this connection Mr. Justice Locke stated:

Were it not for the provision of the Trade-unions Act and the Labour Relations Act, if the union was simply an unincorporated association of workmen, it would not, in my opinion, be an entity which might be sued by name, and what was said by Duff J. and Anglin J. (with whom Brodeur J. agreed) in *Local Union v. Williams* above referred to would apply. Such an unincorporated body not being an entity known to the law would be incapable of entering into a contract: (*Canada Morning News Co. v. Thompson*, (1930), 3 DLR 833, SCR, 338).

The Supreme Court held that the provisions of the British Columbia Labour Relations Act were in effect indistinguishable from the provisions of the earlier Industrial Conciliation and Arbitration Act considered by the Court of Appeal in *Re Patterson and Nanaimo Dry Cleaning and Laundry Workers*, mentioned above, and that such provisions did constitute the International Brotherhood of Teamsters as a juridical person who could be sued. The Court also considered Section 2 of the Trade-unions Act, holding that under the circumstances in that particular case the section was no bar to the action.

Mr. Justice Spence concluded that a labour union certified under the provisions of the Ontario Labour Relations Act is a juristic person and can sue or be sued, subject, however to the provisions of the Ontario Rights of Labour Act, and particularly Section 3 (2), which provides:

S. 3 (2) A trade union shall not be made a party to any action in any court unless it may be so made a party irrespective of any of the provisions of this Act or of the Labour Relations Act.

Counsel for the union submitted in the case at bar that the provisions of the said Section 3 (2) of the Rights of Labour Act made inapplicable in Ontario the three decisions referred to above.

Considering the effect of the Rights of Labour Act on the status of trade unions in Ontario, Mr. Justice Spence noted that Section 3 (2) of the Act has been referred to in only three decisions in Ontario, none of them of material assistance to the situation at bar.

In *Re International Nickel Co. of Canada, Ltd.; Shedden v. Kopinak* (L.G. 1950, p. 223), the union was not a party in the case but it was the company that applied for directions under Section 59 of the Trustee Act. Mr. Justice Gale in his ruling followed the two British Columbia cases (*Re Patterson and Vancouver Machinery Depot*) and found that a labour union had, by virtue of the legislation in Ontario which was *in pari materia* with that in British Columbia, a statutory identity and was a legal entity separate and apart from the individual members who compose it. In this respect Mr. Justice Gale said:

The quality of being able to sue or to be sued is only one of the ingredients mentioned by the Court in those cases as indicating the creation of this new juridical person. Those judgments make it abundantly clear that, because of other features implicit in the legislation, unions have acquired a statutory existence hitherto not recognized in law except in England, where registered trade unions are acknowledged. The Court there intended to confirm the new status of local unions because of several new attributes, including the right to sue and be sued, now granted by statute, and merely because our authorities have eliminated the capacity to sue and be sued it does not follow that this new creature must be repudiated.

In *Bimson v. Johnston et al.* (L.G. 1958, p. 73), Mr. Justice Thompson of the Ontario High Court was considering an action by a plaintiff for damages for expulsion from a trade union of which he had been a member. The defendants were sued as representing the Federated Association of Letter Carriers of Canada. With reference to the Rights of Labour Act the trial judge said:

Although not raised at trial, the question of the application of S.-s. (2) of S. 3 of the Rights of Labour Act, R.S.O. 1950, c. 341, has given me some anxious concern . . . I have concluded, after due reflection, that this provision has no application to such a case as the present, which is in essence an action by one member of a Union against all the individual members thereof, except himself, concerning contractual rights *inter se* and not against the Union *per se* . . .

In *Re Polymer Corp. and Oil, Chemical and Atomic Workers' International Union, Local 16-14* (L.G. 1961, p. 379), Chief Justice McRuer was dealing with an application by way of *certiorari* to quash a labour arbitration award. With reference to the Rights of Labour Act, he said:

It was argued that it is doubtful if a trade union is a suable entity in a court of law,

particularly in view of the Rights of Labour Act, R.S.O. 1950, c. 341. I cannot find that the Rights of Labour Act has any application to this case. Section 3 s-ss. (2) and (3) are the only provisions of the Act on which any argument could be based . . . It is not sought to make the union "a party to any action in any court" nor is the collective agreement made "the subject of any action in any court."

In the case at bar, counsel for the employers argued that the prohibition in Section 3 (2) of the Rights of Labour Act applies only to making a *trade union* a party, and "trade union" is defined in Section 1 (b) of the same Act as:

1 (b) "Trade union" means a combination, whether temporary or permanent, having among its objects the regulating of relations between employees and employers or between employees and employees or between employers and employers.

Although the statute which, according to the argument of the defendant, alone gives corporate entity to the union in question, the Labour Relations Act defines "trade union" in Section 1 (1) (j) as follows:

1 (1) (j) "Trade union" means an organization of employees formed for purposes that include the regulation of relations between employees and employers and includes a provincial, national or international trade union.

Mr. Justice Spence was of the opinion that Hotel and Restaurant Employees' and Bartenders' International Union falls within the definition of the words "trade union" as defined in Section 1 (b) of the Rights of Labour Act and therefore the provisions of Section 3 (2) of the said statute apply to the union in question.

Further, counsel for the employers, referring to the prohibition in Section 3 (2), argued that the union in question might have been made a party to an action irrespective of any provisions of the Rights of Labour Act or the Labour Relations Act. To support this argument, counsel for the employers cited the mention of trade unions in other acts such as the Fire Departments Act, the Police Act and the Ontario Human Rights Code. In the opinion of Mr. Justice Spence none of these acts gives to a union any of the rights, such as a capacity for owning property and acting by agents, which involves liability to the extent of such property for the acts and defaults of such agents, used by Mr. Farwell in the *Taff Vale* case as test and which have been adopted by the courts thereafter as being the tests to determine whether or not the legislation has created a juridical entity.

On the other hand, Mr. Justice Spence adopted the view stated by Mr. Justice Gale in *Re International Nickel Co.; Shedden v. Kopinak*:

I agree with the argument presented by Mr. Dubin that by reason of our legislation

respecting labour relations a Local Union chartered by an International Union has recently acquired a statutory identity . . . and I see no occasion whatever to deviate from the basic reasoning which is essential to the judgments of the Court of Appeal of British Columbia in those cases, to the effect that under similar legislation, Local Unions have now acquired, through statute, rights, immunities and powers, and by the same token have had cast upon them by legislation duties and obligations, to such an extent as to clothe them with a legal status which is distinct from that of their constituent members.

In Ontario today, Mr. Justice Spence continued, such legislation is in the Labour Relations Act. That is, therefore, the legislation that created the union named as defendant in the case at bar a judicial person, and it is, therefore, the legislation which, in the words of Section 3 (2) of the Rights of Labour Act, would permit it to be made a party to an action and, therefore, the prohibition in that Section is a prohibition effective against the naming of the defendant union as a party in this action. Consequently Mr. Justice Spence ruled that the union at bar could not be sued in its own name.

However, Mr. Justice Spence enjoined the union officer and union members named as defendants from picketing and displaying placards and notices, and granted damages to the Nipissing Hotel Co. of \$1,600, and to the Farendra Co. of \$1,000, against individual defendants only.

In this respect, the Court ruled that picketing of hotels by members of a union that had been certified as bargaining agent, and by employees on their off-shift hours, without going on strike, and despite the fact that there was no allegation of disorder or any breach of peace, is enjoined and actionable in damages as a nuisance where the picketing followed unilateral breaking off of negotiations by the union in breach of its duty under Section 12 of the Labour Relations Act to bargain in good faith, and where such picketing occurred without exhausting the conciliation procedures prescribed by the Act.

Further, the Court held that the picketing by the employees, in view of the unilateral breaking off of negotiations without justification, put them in breach of their obligation as part of their contract of service to serve their employers faithfully, and the union officer who arranged and supervised the picketing was liable for inducing breach of contract. *Nipissing Hotel Ltd. et al. v. Hotel and Restaurant Employees' and Bartenders' International Union et al.* (1963) 38 DLR (2d) Part 10, p. 675.

Canadian Association of Administrators of Labour Legislation

The Canadian Association of Administrators of Labour Legislation, an organization of the federal and provincial departments of labour, held its 22nd annual conference at the Banff School of Fine Arts in Banff from August 27 to 30.

Hon. Raymond Reiersen, Minister of Labour, Alberta, welcomed the delegates and brought greetings from Premier Manning.

Industrial relations was again the major topic on the agenda, and the theme of this year's panel discussion was "New Approaches in Labour Relations and Disputes Settlement."

At another session, the conference discussed the promotion of safety in industry and examined present methods of enforcement of industrial safety legislation with particular reference to the construction industry. There were also sessions on minimum wages and recent developments in all areas of labour legislation in Canada.

The 50 delegates in attendance at the four-day meeting included deputy ministers and senior officers of the federal and provincial departments of labour and representatives of the federal Northwest Territories Administration, the British Columbia Workmen's Compensation Board,

the International Labour Office and the International Association of Governmental Labor Officials of the United States and Canada. Three provincial labour Ministers also attended the sessions—Hon. Raymond Reiersen, Alberta; Hon. W. O. Baizley, Manitoba; and Hon. H. W. Wedge, Prince Edward Island.

At the closing session, W. Elliott Wilson, Q.C., Chairman of the Workmen's Compensation Board of Manitoba and a former Deputy Minister of Labour of the province, was named an honorary president of the Association. The retiring president, R. E. Anderson, Deputy Minister of Labour, Nova Scotia, expressed appreciation of Mr. Wilson's many years of service to the C.A.A.L.L., referring particularly to the outstanding contribution he had made during two terms as president.

G. T. Dyer, Deputy Minister of Labour, Newfoundland, was elected president of the Association for 1963-64. Serving with Mr. Dyer on the executive board will be: R. E. Anderson, Nova Scotia, immediate past president; W. H. Sands, Deputy Minister of Labour, British Columbia, 1st vice-president; J. B. Metzler, Deputy Minister of Labour, Ontario, 2nd vice-president; and Evelyn Best, federal Department of Labour, secretary-treasurer.

Ontario Sets Up Women's Bureau

The appointment of Mrs. Ethel McLellan as Director of the Women's Bureau in the Ontario Department of Labour was announced last month. Ontario is the first province to establish a Women's Bureau.

An honours graduate in political science and economics from Queen's University, Mrs. McLellan began her working career

as a securities analyst for a life insurance company.

Six years ago she became women's director of the Highway Safety Branch, Ontario Department of Transport. One year ago she became executive secretary of the Ontario Civil Service Commission.

The Women's Bureau in the federal Department of Labour was set up in 1954.

43 U.S. States Enact Labour Legislation in 1963

Labour legislation was enacted by 43 of the 47 states of the United States of America whose legislatures met during 1963.

Minimum hourly wage rates were increased in five states: Idaho, Nevada, New Hampshire, New Mexico and North Carolina.

Changes in workmen's compensation laws increased disability or death benefits in 21 states and strengthened medical benefit provisions in 11 states.

Anti-discrimination laws were enacted in three states—Hawaii, Iowa and Vermont—

and a former voluntary anti-discrimination law was made mandatory by Indiana.

Discrimination on account of age was banned by legislation enacted by Hawaii and Nebraska; 18 states now have legislation barring age discrimination.

Equal pay laws were enacted in Missouri and Vermont.

The first such enactment in the U.S. in the past five years, a "right-to-work" law was passed in Wyoming.

Ten states increased unemployment benefits.

UNEMPLOYMENT INSURANCE NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

*Claimants for unemployment insurance benefit number 219,000 on July 31, almost the same as total a month and year earlier**

Claimants for unemployment insurance benefit numbered 219,000 on July 31. This figure was very little changed from the June 28 total of 220,300 or the July 31, 1962 figure of 212,000.

Of the July total in both years, 45 per cent had been on claim for from one to four weeks, compared with 37 per cent in June this year. The higher proportion in July is attributed to the annual holiday period, in conjunction with layoffs for model changeover in the automobile industry. The proportion of men on claim for this period was substantially greater in both years than the proportion of women.

Initial and Renewal Claims

Initial and renewal claims filed in July numbered 112,900, which was almost 30,000, about 36 per cent, more than the 82,800 filed in June but almost the same as in July last year. Nearly 95 per cent of the July claims were made by persons who had separated from employment during the month.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in July was estimated at 150,800, compared with 168,800 in June and 150,400 in July 1962.

Payments during the month amounted to \$15,500,000, compared with \$16,000,000 in June and \$14,500,000 in July 1962.

The average weekly payment was \$23.37 in July, \$23.68 in June and \$22.98 in July 1962.

Insurance Registrations

Insurance books or contribution cards have been issued to 4,469,833 employees

who have made contributions to the Unemployment Insurance Fund at one time or another since April 1.

On July 31, registered employers numbered 336,907, an increase of 179 since June 30.

Enforcement Statistics

During July, 11,020 investigations were conducted by enforcement officers across Canada. Of these, 7,422 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 183 were miscellaneous investigations. The remaining 3,415 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 256 cases, 140 against employers and 116 against claimants.†

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,479.†

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in July totalled \$31,811,728.95, compared with \$28,391,481.17 in June and \$31,095,690.37 in July 1962.

Benefits paid in July totalled \$15,506,193.60, compared with \$15,986,895.44 in June and \$14,511,555.80 in July last year.

The *debit* balance of the Fund on July 31 was \$8,471,600.50; on June 30 it was \$24,777,135.85. On July 31, 1962, there was a *credit* balance of \$45,227,973.03. The deficit in June and July this year was covered by loans from the Minister of Finance.

† These do not necessarily relate to the investigations conducted during this period.

* See Tables E-1 to E-4, p. 947.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

Monthly Report on Placement Operations of the NES

Placements by National Employment Offices during August totalled 111,900. Of these, 70,900 or 63.3 per cent were placements of men; 41,000 or 36.7 per cent, placements of women.

Vacancies notified to employment offices by employers numbered 142,300, of which 87,300 or 61.3 per cent were for males and 55,000 or 38.7 per cent for females.

Both in vacancies notified and placements effected, the percentage distribution between men and women varied only fractionally from August 1962.

August placements requiring the movement of workers from one area to another through the clearance facilities of the National Employment Service numbered 4,000. This represented 3.5 per cent of the total placements.

Regionally, placements during the month were as follows: Atlantic—6,800, Quebec—26,100, Ontario—38,500, Prairie—17,800, Pacific—22,700.

In comparison with August placements of past years, those of 1963 were lower than those of 1961 and 1962 but higher than any other year since 1956.

Cumulative placements since the beginning of 1963 numbered 740,600. This total was lower than that for the same period in 1962 by 14.7 per cent but higher than for any other postwar year.

Following the same pattern as placements, vacancies notified reached a total of 924,400, a point about midway between the 1961 and 1962 figures.

CORRECTION—In the Monthly Report on the Operation of the Unemployment Insurance Act that appeared in the August number, a numeral was dropped from the penultimate line of the paragraph on page 728 headed "Seasonal Benefit"; the numeral "5" should have been "45".

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2219, August 2, 1963

Summary of the Main Facts: The claimant, married, filed a renewal application for benefit dated October 9, 1962, and was registered for employment as a waitress. The application indicated she had worked as waitress at the X—— Restaurant, Charlottetown, at \$40 a week from May 1962 to October 6, 1962, when she was "discharged—work shortage." She stated also, "I have no pre-school-age children."

The claim was allowed and benefit paid until it was learned on a spot-check investigation that the claimant had neglected to avail herself of an opportunity of suitable employment.

In a statement to the Commission dated January 23, 1963, the claimant said

I . . . was laid off last September from the X—— Restaurant. I took a holiday, and after my return, applied for U.I. benefits. Since filing my claim I've got part-time work only at the same restaurant. . . . I applied for work at Eaton's before Christmas. I've looked nowhere else for work. The Z—— Motel called me up on the 15 Jan. 1963, and offered me a job as waitress at \$30 a week, but I refused it, because I'd have to hire a taxi to get there and back. That was day work, I believe, for three weeks. I will accept work as a waitress, hostess, cashier, or as a sales clerk. I will not work for less than \$30 a week and will not leave Charlottetown. I expect to get back at the [X—— Restaurant] for the 1st of June 1963.

The employment officer commented:

February 4, 1963: The job opportunities in the Charlottetown area as waitress, hostess, cashier or sales clerk at \$30 per week are fair.

March 1, 1963: The work offered claimant . . . by the Z—— Motel was that of short-order cook—hours of duty 3:00 p.m. to 11:00 p.m., with rate of pay at \$30 per week. Meals provided free of charge.

The insurance officer commented:

In view of the fact the claimant has been unemployed three months, and the employment offered was at the prevailing rate, it was felt that it was suitable, and the claimant should have given it a trial and let the employer decide if she was suitable.

The insurance officer disqualified the claimant and suspended benefit from January 20, 1963 to February 9, 1963, inclusive, on the ground that she had, without good cause, neglected to avail herself of an opportunity of suitable employment with the Z—— Motel on January 15, 1962 (Section 59(1)(b) of the Act). The insurance officer notified the claimant of the disqualification by letter dated March 4.

In a letter dated March 9, the claimant appealed to a board of referees for the following reasons:

. . . In January I was approached by the Z—— Motel to work as a short-order cook, to which I declined, as this is not nor do I want it to be my trade. As a result of this, I received a letter from the employment office on March

7 to say I was suspended for three weeks. I wish to appear in person before the board of referees to appeal this suspension.

The claimant's former employer, X——— Restaurant, in a letter dated March 8, stated:

This is to certify that, [claimant] had been in our employ since 1951. [Claimant] was employed as cashier and head waitress until 1955, then promoted to night manager until 1961. [Claimant] was then employed during the summer of 1962 as day manager and ceased employment at the end of the summer season.

The majority decision of the board of referees, which heard the case in Charlotte-town on April 2, 1963, reads:

Claimant appeared at the hearing and submitted that she was not a qualified short-order cook, was not directed to this job through the National Employment Office, and did not know how offer came to be made to her. Her former employer had not been asked for a recommendation. When the Z—— Motel offered her this job, she asked and was given a couple of days to consider and she decided that she was not capable as a short-order cook. The board called Mrs. A——, who is in charge at the motel, and she submitted that the job offered was that of a waitress.

... Claimant, registered as a waitress, has been unemployed three months, except for some part-time work, has been offered employment as a short-order cook for a period of three weeks at \$30 a week. Section 59 (3) of the Act reads as follows: "After a lapse of such an interval from the date on which an insured person becomes unemployed, and the circumstances of the case are reasonable, employment shall not be deemed to be not suitable by reason only that it is employment of a kind other than employment in the usual occupation of the insured person, if it is employment at a rate of wages not lower and on conditions not less favourable than those observed by agreement between employees and employers or, failing any such agreement, than those recognized by good employers."

It is held in CUB 444: That a short period of temporary or casual employment during a long period of unemployment does not nullify the operation of Section 59 (3) of the Act in the calculation of a reasonable period.

The board submits that three months of unemployment is a reasonable interval of unemployment . . . to find employment that claimant is willing to accept. Having to hire a taxi is not considered an excuse for refusing an offer of suitable employment. From the evidence heard, it would appear that an offer of employment as waitress, which is the registered occupation of the claimant, had been made. We have to agree with the insurance officer that this offer of employment, whether as waitress or short-order cook, was at the prevailing rate for such work in the area, and claimant should have given it a trial and let the employer decide if she was suitable.

... We uphold the decision of the insurance officer and dismiss the appeal.

The dissenting member of the board said:

I cannot concur in the majority report submitted by my colleagues on the board for the following reasons: The claimant was contacted by Z—— Motel and offered a position. She requested a couple of days to consider and

this was granted. On phoning the Z—— Motel after this period, she was informed that the job was "short-order cook." This was not in her registered occupation nor in the three supplementary occupations which she listed. These facts came out in questioning the claimant when she appeared at the hearing. After the claimant had left the hearing, a phone call to the Z—— Motel revealed a waitress position was what was required at that time. I submit the claimant was unaware of this when the investigation was made.

We are concerned with section 59 (1) (b) of the Act (suitable employment). In view of the difference in qualifications for short-order cook compared with the four classifications named by the claimant, I submit that the job offer was not suitable employment and therefore uphold the appeal.

The claimant appealed to the Umpire on April 23, 1963, on the following grounds:

1. That I am not qualified in any way as a short-order cook, never having worked at this occupation.

2. The information which was passed to the board from the 'phone call made after I left the hearing was contrary to what I was told on being offered the job by Mrs. A—— of the Z—— Motel.

3. My past 9 years employment has been in the capacity of night manager. I am also qualified as hostess. Waitress is my third choice but I would have no objections to waitress work especially at this time of year.

Considerations and Conclusions: On the facts before me, and more particularly after taking into account the fact that the employment offered was on a temporary basis, and the fact that the prospective employer was seemingly prepared to hire the claimant notwithstanding her alleged lack of experience as a short-order cook, I decide to uphold the majority decision of the board of referees.

The claimant's appeal is dismissed.

Decision CUB 2224, August 2, 1963

Summary of the Main Facts: The essential facts of the case are summed up as follows by the insurance officer in a document dated May 16, 1963, entitled "grounds for Insurance Officer's appeal":

1. The claimant made a claim for benefit on 16 January 1963, effective 13 January 1963. She was last employed by K——, Longlac, Ont., as a "cookee" until 15 January 1963. She gave her reason for separation: "Laid off—no men in camp because of strike, so cookees were not needed."

2. The employer confirmed that the reason for separation was: "Laid off due to lack of work prompted by illegal strike action which started 14 January 1963, at 8:00 a.m."

3. The circumstances of another claimant . . . are identical to the circumstances of this claimant, and the two cases could be joined together.

4. The employer in this case had an agreement with the Lumber and Sawmill Workers Union . . . This agreement was entered into in 1960 to remain in effect until 31 August 1962. Negotiations commenced about 14 August 1962 between the employer and the union, but

no agreement could be reached on a renewal of the labour agreement. The employer was requesting that the contract be renewed on the same terms whereas the union was requesting [specified] changes.

5. In spite of attempts made by a conciliation officer, no agreement was reached between the employer and the union, and negotiations were terminated.

6. The workers covered by this agreement worked in . . . camps situated on Crown land leased to the employer in the vicinity of Longlac and Geraldton, Ont. The workers covered by the agreement include all employees of the company engaged in woods operations on the limits . . . The claimant's occupation of cookee was covered by the agreement.

7. For the Christmas season, approximately 470 employees had been laid off on 22 December 1962; 88 of this number were given a layoff until May 1963. The rest of the workers were instructed to return to work on 9 January 1963, as work would continue for the rest of the month of January. These workers effectively started work on 9 January 1963, and continued at work until the strike occurred at 8:00 a.m. on 14 January 1963.

8. At 8:00 a.m. on 14 January 1963, pulpwood cutters [and other classifications] took a strike action against the employer. This group consisted of 365 employees.

9. Seventeen other workers covered by the labour agreement remained on the job, including one hundred and ten workers in the occupations of barn boss, cook, camp attendant and cookee; workers in the supervisory staff and therefore not covered by the labour agreement also remained at work . . .

10. The workers took this strike action in protest against the employer's refusal to reach an agreement on a new contract. It was reported that the strike was not sanctioned by the union executive; however, the union was providing financial relief assistance to its members on strike although it was not paying regular strike pay.

11. There was picketing of roads and camp sites on the employer's premises by the strikers, but no violence was reported in connection with these pickets.

12. Commencing 18 February 1963 at 8:00 a.m., approximately 150 hourly paid employees returned to work pending an arbitration board's decision . . . The employer reported that cutting operations would be suspended until after the spring break-up, in view of the lateness of the season, and pulpwood cutters would resume work on or about 21 April 1963.

13. The insurance officer declared the claimant disqualified from receiving benefit for the period from 16 January 1963 to 16 February 1963. He considered that the claimant had lost her employment by reason of a stoppage of work attributable to a labour dispute at the factory, workshop or other premises at which she was employed, and that she had not proved relief from disqualification under Section 63 (2), since she was employed in one classification (cookee) covered in the agreement under dispute, and was therefore directly interested in the labour dispute to which the stoppage of work was attributable. The insurance officer considered, however, that the stoppage of work had ceased to be attributable to the labour dispute as from Monday 18 February 1963, and that the disqualification could be terminated on 16 February 1963.

14. The board of referees considered that the claimant had not lost her employment by

reason of a stoppage of work attributable to a labour dispute, and was therefore not subject to disqualification under Section 63 of the Act, because the workers' action in stopping work was not with the approval of the union. The board considered that the claimant had lost her employment due to lack of work because a group of employees illegally absented themselves from work. On these grounds the board of referees allowed the claimant's appeal.

In an earlier submission dated April 30, 1963, the insurance officer had appealed to the Umpire and said: "It is submitted that the board of referees erred in allowing the claimant's appeal from the decision of the insurance officer disqualifying her under Section 63 of the Act."

The insurance officer's grounds for appeal in the document dated May 16, 1963 read:

15. The board erred in considering as significant the report that the executive of the union had not sanctioned the workers' strike in this case. Whether or not a union is involved in a stoppage of work is not a determining factor.

16. The board also erred in considering as significant the fact that the absence from work of the group of employees involved was not legal. Whether a strike is legal or illegal is not a consideration under the Unemployment Insurance Act.

17. As the lack of work for the claimant in this case was clearly due to the fact that the workers employed at the same premises had stopped work for reasons connected with the renewal of their agreement with the employer, it is clear that the claimant had lost her employment by reason of a stoppage of work attributable to a labour dispute at the premises where she was employed.

18. Having found that the claimant was directly interested in that labour dispute, the board had no alternative but to confirm the disqualification imposed in this case.

19. It is submitted that the insurance officer's appeal should be granted and the decision of the board of referees reversed.

Considerations and Conclusions: In Decision CUB 760 the Umpire said:

It has been stated in many previous decisions of the Umpire that the statutory authorities under the Unemployment Insurance Act are not concerned with the merit of a labour dispute. I would add that the question of whether a statute has been or is likely to be violated is often a matter of opinion, and I do not feel that it is within the province of the statutory authorities under the Act to determine such a question.

And in Decision CUB 870:

In conclusion, I would point out to the dissenting member of the court that the adjudicating authorities under the Act cannot deal with the merit of a labour dispute, which evidently they would be called upon to do if his contention that a distinction should be drawn between an authorized strike and an unauthorized one were accepted.

Also in CUB 890:

It happens not infrequently in labour disputes that one of the parties has ground for complaint as to the methods adopted by the other

(Continued on page 932)

WAGE SCHEDULES

Wage Schedules Prepared and Contracts Awarded during August

Works of Construction, Remodelling, Repair or Demolition

During August the Department of Labour prepared 247 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and for certain services. In the same period, a total of 178 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 210 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and Defence Construction (1951) Limited and the Departments of Defence Production, Northern Affairs and National Resources, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in August for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	164	\$652,008.00
Post Office	7	51,881.83
Public Works		
(June report)	1	9,838.28
(July report)	3	23,976.00
(August report)	5	68,041.00
Royal Canadian Mounted Police	7	29,973.77
Transport	1	8,100.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during August

During August the sum of \$11,881.62 was collected from four contractors for wage arrears due their employees as a result of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 212 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during August

ATOMIC ENERGY OF CANADA LIMITED

Chalk River Ont: Edward Biederman, painting, 2nd north extension, Metallurgy Bldg 465.

CENTRAL MORTGAGE AND HOUSING CORPORATION

Saint John N B: Patterson's Ltd, installation of refrigerators, Rockwood Court. *Montreal Que:* Leonard J Weber Construction, construction of maintenance bldg, Les Habitations Jeanne Mance; Flash Electric Inc, installation of electrical circuit in public areas, Le Domaine Housing project; Germain Poulin, interior painting of apartment units, Le Domaine Housing project; Modern Painting Contractors, exterior painting of housing units, Parc Royal & Place Benoit projects. *Pointe aux Trembles (Montreal) Que:* The Broadway Paving Co Ltd, concrete paving & chain link fencing, St. Georges Gardens project. *Ville St Michel (Montreal) Que:* St Lawrence Steeplejacks Co Ltd, exterior painting of housing units, Blvd IX Apts; Sestock Construction Ltd, renovations to Blvd Pie IX Apts. *Pinawa Man:* Imperial Construction Ltd, construction of various bldgs, Town-site Development.

In addition, this Corporation awarded 15 contracts containing the Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Pointe Bleue Indian Agency Que: Theo Gobeille, painting, Pointe Bleue IRS. *Sioux Lookout Indian Agency Ont:* Hakala Construction, conversion of warehouse into classroom, Sandy Lake IDS. *Crooked Lake Indian Agency Sask:* Northwest Construction Co, construction of crossing over Squaw Head Creek, Ochapowace IR. *Blackfoot Indian Agency Alta:* C P Evans, construction of road, Blackfoot IR. *Edmonton Indian Agency Alta:* Thomas Koziak, revisions to freezing equipment, repairs & painting, Edmonton IRS. *Fort Vermilion Indian Agency Alta:* Mike Henitiuk Construction Ltd, construction of road, Child's Lake IR. *Saddle Lake Indian Agency Alta:* Barry Sheet Metal Co Ltd, supply & installation of kitchen equipment, Blue Quills IRS. *Stony-Sarcee Indian Agency Alta:* Allan L Johnston, construction & repairs to roads, Sunchild & O'Chiese IRS. *Kwawkwewith Indian Agency B C:* Ocean Park Plumbing & Heating Ltd, plumbing & staff room improvements, Alert Bay IRS. *Williams Lake Indian Agency B C:* Thompson Construction Co Ltd, construction of two-classroom school, Alkali Lake IDS.

DEFENCE CONSTRUCTION (1951) LIMITED

St Anthony Nfld: Avalon Construction & Enr Ltd, structural modifications to radar towers. *Greenwood N S:* Berken Painting Co, exterior painting of 258 PMQs & 192 garages, RCAF Station; Vipond Automatic Sprinkler Co Ltd, supply & installation of sprinkler system in hangar No 6, RCAF Station. *Halifax N S:* Parker Bros (1960) Ltd, exterior painting of 38 bldgs, Windsor Park. *Lawlor & McNab Islands N S:* L E Powell & Co Ltd, dredging, piling & construction of three huts. *Shearwater N S:* Trynor Construction Co Ltd, gravel surfacing of roads, parking areas & runway shoulders, RCN Air Station. *McGivney N B:* Conniston Construction Co Ltd, construction of sewage stabilization pond, Camp. *Bagotville Que:* Atelier de Peinture Inc, exterior painting of 80 PMQs, RCAF Station; J R Theberge Ltee, rebuilding concrete hangar apron, RCAF Station. *Longue Pointe Que:* Malach Roofing & Flooring Ltd, re-roofing 10 warehouses. *Moisie Que:* Conniston Construction Co Ltd, grading & seeding, RCAF Station. *Valcartier Que:*

Rosaire Savard, construction of sewage pumping station, CARDE. *Camp Borden Ont*: The B Phillips Co Ltd, repairing & painting water tower; Roelofson Elevator Co Ltd, replacing hospital passenger elevator; Joseph Downey & Son, exterior painting of 205 PMQs; Roseboro Construction Co Ltd, construction of annex to Officers' Mess. *North Bay Ont*: Peerless Enterprises, Division of Tectum Ltd, re-roofing hangar No 5, RCAF Station. *Petawawa Ont*: Semple-Gooder & Co Ltd, re-roofing of various bldgs, Camp; Dibblee Construction Co Ltd, repairs to asphalt pavement, Camp. *Picton Ont*: Colt Contracting Co Ltd, structural repairs & re-roofing three hangars. *Trenton Ont*: Walter F MacCormack, exterior painting of 103 PMQs, RCAF Station; H J McFarland Construction Co Ltd, construction of Yukon compass swinging base, RCAF Station. *Fort Churchill Man*: Burnley Contracting Co Ltd, painting of various bldgs. *Alsask Sask*: Conniston Construction Co Ltd, surface treatment of roads, RCAF Station. *Yorkton Sask*: Star Blacktop Ltd, surface treatment of roads, RCAF Station. *Calgary Alta*: Priddy Bros Construction Ltd, construction of weapons training bldg, Currie Barracks. *Cold Lake Alta*: J K Campbell & Associates Ltd, re-roofing of various bldgs & hangars, RCAF Station. *Edmonton Alta*: P W Graham & Sons (1963) Ltd, construction of weapons training bldg, Griesbach Barracks. *Namao Alta*: Malach Roofing & Flooring Ltd, re-roofing of No 7 supply depot, RCAF Station. *Penhold Alta*: Conniston Construction Co Ltd, landscaping, RCAF Station. *Aldergrove B C*: Blanchet Bros Painters & Decorators Ltd, painting married quarters, garages & pumphouse, HMCS *Aldergrove*. *Esquimalt B C*: Peterson Electrical Construction Co Ltd, replacing street lighting, HMC Dockyard. *Vancouver B C*: The J H McRae Co Ltd, installation of electrical distribution system, Jericho Beach.

In addition, Defence Construction (1951) Ltd awarded one contract containing the General Fair Wages Clause.

DEPARTMENT OF DEFENCE PRODUCTION

Torbay Nfld: Stokes Construction Co Ltd, supply & installation of window boxes & sashes, Bldgs No 2, 4, 8 & 40, RCAF Station. *Cornwallis N S*: Fred T Cleveland, exterior painting of 20 DND (Navy) PMQs, HMCS *Cornwallis*. *Dartmouth N S*: Tasco Sheet Metal & Roofing Co Ltd, renewal of pitch & gravel roof, Bldg No 2D-2E, RCN Armament Depot. *Greenwood N S*: Wagg & Woodworth Ltd, exterior painting of roof of cantilever hangar No 11, RCAF Station. *Halifax N S*: J L Nichols Contracting Ltd, repairs to bldg No 3, Willow Park; Rusco Window Doors (NS), supply & installation of windows, Bldg No 7, Willow Park. *Mount Uniacke N S*: Palmer Refrigeration Ltd, installation of air conditioning units in RCAF Transmitter Bldg. *St Jean Que*: AlSCO Montreal Inc, supply & installation of screen & storm windows, RCAF Station. *Falconbridge Ont*: Gordon Wright, exterior painting of 36 PMQs, RCAF Station. *Lakeview Ont*: J J Salt Ltd, repairs to exterior walls, Bldgs No 1, 2, 4 & 8 & retaining walls. *Trenton Ont*: Walter F MacCormack, repainting water tank & tower stand pipe, RCAF Station. *Uplands Ont*: Lorne Electric Ltd, increasing of power supply, RCAF Station. *Portage la Prairie Man*: Manitoba Hydro, replacement of power poles, RCAF Station. *Winnipeg Man*: Aetna Roofing Co Ltd, replacement of roof, Bldg No 90, RCAF Station. *Dundurn Sask*: W J English & Co Ltd, re-roofing bldgs, Military Camp. *Swift Current Sask*: Waterman-Waterbury (Swift Current) Ltd, re-roofing of Armoury. *Edmonton Alta*: Dominion Gunite Ltd, repairs to sidewalks, Griesbach Barracks. *Suffield Alta*: Alberta Janitorial Services, cleaning services, Experimental Station; Nick Corradetti, reinforced concrete work (bunkers & bases), Experimental Station; Nick Corradetti, construction of test shelters, Experimental Station. *Esquimalt B C*: Victoria Paving Co Ltd, paving of road, south gate area, HMCS *Naden*. *Masset B C*: Masset Radio & Electric, replacement of communication cable. *Vernon B C*: Flor-Lay Services Ltd, resurfacing floors at No 11 Works Coy, Military Camp.

In addition, this Department awarded 86 contracts containing the General Fair Wages Clause.

NATIONAL CAPITAL COMMISSION

Ottawa Ont: O'Leary's (1956) Ltd, construction of concrete curbing, Ottawa River Parkway; Frazer Duntile Co Ltd, supply & delivery of earth filling, Ottawa River Parkway; Interprovincial Paving Co Ltd, bituminous paving, Ottawa River Parkway.

NATIONAL HARBOURS BOARD

Montreal Que: Wadco Inc, installation of partial dust control system (phase 11), Elevator No 1; Conniston Construction Co Ltd, landscaping & fencing of sections 2, 4 & 8, Champlain Bridge.

DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

St Lawrence Islands National Park Ont: Robert D Mackey Construction Co Ltd, construction of sewage disposal system at Mallorytown Landing. *Lower Fort Garry Man:* Rodzen Construction Ltd, construction of museum bldg. *Fort Franklin N W T:* Yukon Construction Co Ltd, supply & erection of warehouse & powerhouse. *Yellowknife N W T:* Solar Construction Co Ltd, modifications to hostel & dormitories at Akaitcho Hall.

In addition, this Department awarded one contract containing the General Fair Wages Clause.

POST OFFICE DEPARTMENT

This Department awarded 33 contracts containing the General Fair Wages Clause.

PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

Cooksville Ont: Harrison Construction (Ontario) Ltd, construction of sewer along the South Service Road of Lakeshore Road East from Fergus Ave to Alexandra Ave.

DEPARTMENT OF PUBLIC WORKS

Cape Bay Nfld: Pelley Enterprises Ltd, construction of access road to light station. *Flatrock Nfld:* Sprackling & Reid Ltd, slipway reconstruction. *Little Hearts Ease Nfld:* Avalon Construction & Engineering Ltd, wharf approach repairs. *Newman's Cove Nfld:* Benson Builders Ltd, wharf reconstruction. *Red Cliff Nfld:* Benson Builders Ltd, construction of landing wharf. *Rose Blanche Nfld:* Benson Builders Ltd, wharf reconstruction (bait depot wharf). *Terra Nova National Park Nfld:* Thompson Construction (Chemong) Ltd, grading & base course, Mile 0-5, Eastport Road. *Ingomar (Black Point) N S:* Shelburne Contracting Ltd, wharf reconstruction. *Little Harbour N S:* R A Douglas Ltd, breakwater reconstruction. *Meteghan N S:* Mosher & Rawding Ltd, harbour improvements (wharf improvements). *Shelburne N S:* Shelburne Contracting Ltd, construction of federal bldg. *Three Fathom Harbour N S:* Naugle's Sand & Gravel Co Ltd, construction of armour talus. *Escuminac N B:* Roy John Lloyd, cribwork-breastwork. *Port Elgin N B:* Industrial Construction Ltd, construction of shore protection work, Fort Monckton. *Baie Carriere Que:* L Lavergne Ltd, wharf construction. *Carleton Que:* General Electrical Works Reg'd, installation of wharf lighting system. *Dorval Que:* Beaver Master Services, cleaning interior of old domestic terminal bldg, Montreal Airport; Prieur Entreprises Inc, interior alterations to 1st & 2nd floors, post office area, old domestic terminal bldg. *Etang du Nord (M I) Que:* McNamara Construction of Nova Scotia Ltd, harbour improvements. *Gascons (Ruisseau Chapados) Que:* Edgar Anglehart & Philippe Roy, harbour repairs. *Grande Vallee Que:* Eloie Boulay, wharf repairs; Jean Paul Lapointe, wharf repairs (Commercial Wharf). *Les Escoumins Que:* Paul Boucher, repairs to retaining wall. *Malartic Que:* Cadrin & Freres Ltd, wharf repairs. *Matane Que:* Georges Dubee Ltee, wharf repairs (asphalt pavement). *Mont-Louis Que:* Jean-Marc Laflamme, Commercial Wharf repairs. *Natashquan Que:* Landry Construction Inc, wharf repairs. *Paspébiac Que:* Eugene Beaulieu, wharf repairs. *Quebec Que:* Maurice Laverdiere Inc, replacement of stonewall & granite steps at the Terrace of Governor General, La Citadelle. *Riviere au Renard Que:* Emile Cloutier Enr, construction of protection works. *Riviere St-Paul Que:* Landry Construction Inc, construction of landing pier. *St. Denis sur Richelieu Que:* Les Entreprises Jean R Denoncourt Enrg, construction of retaining wall. *Ste Felicite Que:* La Cie de Construction MFM Ltee, construction of protection works. *St Maurice de l'Echourie Que:* Eloie Boulay, wharf repairs. *Belleville Ont:* Edgar H Bell Construction, alterations to federal bldg. *Fort Albany Ont:* Ron Engineering & Construction Ltd, construction of school addition, teacher's residence, powerhouse & related work. *Goderich Ont:* Dean Construction Co Ltd, construction of steel waling. *Hawkesbury Ont & Grenville Que:* Planned Renovators Ltd, cleaning & painting Interprovincial Bridge over the Ottawa River. *Kingston Ont:* D J Cox Painting & Decorating, cleaning & painting of steelwork of highway bridges, Kingston-La Salle Causeway. *London Ont:* Northern Roofing Co Ltd, roof repairs, Dominion Public Bldg; Energy Controlled Ltd, boiler repairs, Dominion Public Bldg. *North Bay Ont:* Farquhar Construction Ltd, roof repairs to federal bldg. *Ottawa Ont:* O Gregoire Painting & Decorating, interior re-decoration, East Block, Parliament Bldgs; E A Crain Construction Ltd, general alterations, "B" Bldg, Cartier Square; Russ Wilson Co Ltd, alterations to heating system & basement (phase 2), Rideau Hall; Beaudoin Construction Ltd, installation of metal partitions, Trade & Commerce Bldg; Gendron Plumbing & Heating Co Ltd, supply & installation of tanks, Dominion Bureau of Statistics Bldg & Standards Laboratory, Tunney's Pasture. *Ottawa (Uplands) Ont:* P E Brule Ltd, construction of Radio Test Laboratory Bldg. *Sarnia Ont:* Dean Construction Co Ltd, construction of Customs wharf & office. *Wikwemikong Ont:*

Albert Boundy Sheppard & Charles Winston Sheppard, construction of classroom addition & staff residence, Manitoulin Island Agency. *Winnipeg Man*: W W Construction Co Ltd, alterations to federal bldg. *Lloydminster Sask*: V H LaBar, alterations to federal bldg. *Prince Albert Sask*: Botting & Dent Co Ltd, repairs & re-roofing, east & west wings, Saskatchewan Penitentiary. *Crossfield Alta*: Wyatt Construction Ltd, construction of a nuclear detonation reporting post for RCMP Detachment Quarters. *Elk Island National Park Alta*: Mamczasz Construction Ltd, grading, culverts, etc, approx 3.5 miles. *Jasper National Park Alta*: Square M Construction Ltd & Coleman Collieries Ltd, grading & seal coating, Mile 0-9.5, Medicine Lake—Maligne Lake Road. *Ma-Me-O Beach (Pigeon Lake) Alta*: Square M Construction & Coleman Collieries Ltd, wharf repairs. *Peace River Alta*: Associated Builders, alterations to mail lobby, federal bldg. *Redwater Alta*: P W Graham & Sons (1963) Ltd, construction of nuclear detonation reporting post for RCMP Detachment Quarters. *Strathmore Alta*: D A Dowling Construction Ltd, construction of nuclear detonation reporting post for RCMP Detachment Quarters. *Vulcan Alta*: Wyatt Construction Ltd, construction of nuclear detonation reporting post for RCMP Detachment Quarters. *Prince Rupert (Fairview Bay) B C*: Jarvis Construction Co Ltd, construction of building & site paving, Ferry Terminal (Stage 3). *Vancouver B C*: Two Vets General Maintenance Service, cleaning interior of Postal Station "D," 1535 West Broadway. *Inuvik N W T*: Byrnes & Hall Construction Ltd, addition to garage for Dept of National Defence. *Mackenzie Highway N W T*: Twin Bridges Sand & Gravel (1960) Ltd, crushed gravel surfacing, Mile 51.76.6. *Yellowknife N W T*: Curry Construction Ltd, installation of mudroom & porch landing supports, federal housing; Haener-Anderson Ltd, fencing & landscaping, various bldgs.

In addition, this Department awarded 68 contracts containing the General Fair Wages Clause.

THE ST LAWRENCE SEAWAY AUTHORITY

Beauharnois Que: Fernand Halle, landscaping (1963) & sodding, Lower Lock. *Lachine Que*: Dominion Bridge Co Ltd, repair & rehabilitation of bridge No 3 (Des Seigneurs St), Lachine Canal. *Lachine & St Lambert Que*: Frost Steel & Wire Co (Quebec) Ltd, installation of chain link fencing at Lachine Canal & St Lambert Lock. *Montreal Que*: Planned Renovators Ltd, painting structural steel & metal work, Black's Bridge, Common St. *St Lambert & Cote Ste Catherine Que*: Bau-Quebec Enrg, maintenance of grass & watering of trees, Locks. *St Catharines Ont*: Eastland Bros (Niagara) Ltd, repairs to West Canal Road, south of Lakeshore Road, Welland Canal.

DEPARTMENT OF TRANSPORT

Parrsboro N S: Vincent Babin, construction of combined fog alarm bldg & tower & demolition of dwelling, fog alarm bldg & shed. *Fredericton N B*: Schurman Co Ltd, construction of air terminal bldg, etc & demolition of bldg. *Moncton N B*: W S McKnight Ltd, installation of heating water sphere. *Dorval Que*: Campbell, Gilday Co Ltd, repairs to roofs of various bldgs, Montreal International Airport. *Near Granby Que*: John F Wickenden Co Ltd, construction of NDB bldg & associated work, Roxton Intersection. *Schefferville Que*: Nordbec Construction Inc, installation of identification lights on runway 18-36, Airport. *Fort William Ont*: Tallman Construction Co Ltd, strengthening of runway 07-25, taxiway & apron, Lakehead Airport. *North Bay Ont*: Fontaine Nursery Farms Ltd, landscaping development of air terminal area, Airport. *Ottawa Ont*: Shore & Horwitz Construction Co Ltd, alterations & additions to east wing of air terminal bldg & related work, Airport. *Port Arthur Ont*: Plains City Electric Co Ltd, replacing lighting on runway 12-30, Lakehead Airport. *Timmins Ont*: Triangle Paving Ltd, repairs to runway & taxiway, Airport. *Edmonton Alta*: McCormick Electric Ltd, construction of precision approach radar with foundation, services & related work, International Airport. *Enderby B C*: Deitcher's Construction, construction of two dwellings & garage; W C Arnett & Co Ltd, additional clearing & road improvements, VOR & NDB site. *Fort Nelson B C*: General Construction Co, Division of Standard Gravel & Surfacing of Canada Ltd, additional development of Airport. *Pointer Island B C*: Turner Contracting Alberni Ltd, construction of dwelling. *Baker Lake N W T*: Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, construction of overhead powerline & distribution system. *Cambridge Bay N W T*: Electric Power Equipment Ltd, installation of lighting system on approaches 09 & 27, improvement to power distribution system & related work. *Halifax N S*, *Toronto Ont*, *Winnipeg Man* & *Edmonton Alta*: Whelpton Electric Ltd & Scofan Contractors Ltd, fabrication & erection of weather radar towers.

In addition, this Department awarded six contracts containing the General Fair Wages Clause.

PRICE INDEXES

Consumer Price Index, September 1963

The consumer price index (1949=100) declined 0.4 per cent, from 133.9 to 133.4, between August and September. The September index was 1.8 per cent above the September 1962 index of 131.0.*

A 1.4-per cent drop in the food index accounted for most of the decline in the index. A more moderate decrease occurred in the health and personal care index.

The housing, clothing, transportation, and recreation and reading indexes were all at slightly higher levels, and the tobacco and alcohol index was unchanged.

The food index declined 1.4 per cent from 133.2 to 131.3. Substantial seasonal price decreases occurred for most domestically grown vegetables, apples, grapes and peaches. Sugar prices were sharply lower and price declines were also reported for some cuts of beef and pork, and for lamb. Prices were higher for eggs, fats, canned vegetables and juices and a variety of meats.

The housing index rose 0.1 per cent, from 136.3 to 136.5, as a result of increases in both the shelter and household operation components. In shelter, both the rent and the home-ownership indexes were higher. In household operation, higher prices were reported for coal, furniture, floor coverings, textiles, utensils and equipment, and a number of household supplies.

The clothing index increased 0.2 per cent from 115.9 to 116.1 as higher prices for men's and children's wear, footwear and clothing services offset lower prices for women's wear and piece goods.

The transportation index edged up 0.1 per cent, from 141.0 to 141.1, reflecting higher automobile operation prices, including gasoline, motor oil, fender repairs and brake relining. September prices for 1963 passenger cars were somewhat below August price levels. Prices were also lower for tires, muffler replacement and batteries.

The health and personal care index declined 0.1 per cent, from 162.8 to 162.7, reflecting lower prices for some personal care items.

The recreation and reading index rose 0.2 per cent from 148.8 to 149.1. Higher prices for bicycles more than balanced price declines for television repairs in the recreation component. Higher magazine prices moved the reading component.

The tobacco and alcohol index was unchanged at 118.1.

City Consumer Price Indexes, August 1963

Consumer price indexes (1949=100) rose in nine of the ten regional cities between July and August.* Increases ranged from 0.1 per cent in three cities to 0.7 per cent in St. John's. The Vancouver index declined 0.1 per cent.

The food indexes rose for these same nine cities, the increases ranging from 0.2 per cent in Toronto to 1.9 per cent in St. John's. The Vancouver food index was lower by 0.6 per cent.

Movements in the housing indexes were slight. Increases occurred in three cities, decreases in four cities, and no changes in the other three. Indexes for clothing rose in one city, fell in three cities, and remained unchanged in six. For the transportation component, five cities showed higher indexes, three showed lower indexes, and two were unchanged. Indexes for health and personal care were up in six cities, down in three, and unchanged in one. Recreation and reading indexes were higher in two cities and lower in two; tobacco and alcohol indexes were up in one, and down in three.

Regional consumer price index point changes between July and August were St. John's +0.8 to 121.7†; Halifax +0.5 to 132.5; Ottawa +0.5 to 135.0; Montreal +0.3 to 133.7; Saskatoon-Regina +0.2 to 129.2; Edmonton-Calgary +0.2 to 128.0; Saint John +0.1 to 134.1; Toronto +0.1 to 135.6; Winnipeg +0.1 to 131.0; Vancouver -0.1 to 132.2.

Wholesale Price Index, August 1963

Canada's general wholesale price index (1935-39=100) declined 0.6 per cent to 244.7 in August from 246.2 in July but was 0.9 per cent above the August 1962 index of 242.6.

Of the eight major groups, one declined, six rose, and one remained unchanged.

The vegetable products group index of 222.7 was 3.3 per cent below the July level of 230.3, mainly because of price decreases for sugar and its products, grains, and fresh vegetables.

The iron products group index of 254.2 was 0.4 per cent higher than in July. The wood products and chemical products group indexes both rose 0.2 per cent, to 325.3 from 324.5 and to 190.2 from 189.8, respectively. Both the textile products group index and the non-ferrous metals products group index rose 0.1 per cent, to 246.6 from 246.3 and to 198.0 from 197.8,

*See Table F-2, p. 950.

† On base June 1951=100.

respectively. The animal products group index was practically unchanged at 261.7 versus 261.6.

The non-metallic products group index was unchanged at 189.0.

The index of Canadian farm product prices (1935-39=100) moved 0.2 per cent lower in the three-week period ended August 23, declining to 227.7 from 228.2 on August 2. The field products index declined 2.3 per cent, to 167.6 from 171.5, but the animal products index rose 1.0 per cent, to 287.9 from 285.0.

The residential building materials price index (1935-39=100) declined 0.2 per cent in August to 311.9 from 312.5 in July, and, on the 1949=100 base, also 0.2 per cent to 136.8 from 137.1.

The non-residential building materials price index (1949=100) rose 0.1 per cent

in August to 137.7 from 137.6 in the preceding month.

U.S. Consumer Price Index, August 1963

The United States consumer price index (1957-59=100), after rising sharply for two months, levelled off in August; between mid-July and mid-August it remained at 107.1, a record high.

A decline in food prices offset increases in the costs of transportation and recreation.

In August 1962 the index was 105.5.

British Index of Retail Prices, July 1963

The British index of retail prices (Jan. 16, 1962=100) declined to 103.3 from 103.9 between mid-June and mid-July. In July 1962 the index was 102.5. The decrease during the month was the result mainly of reductions in the price of fresh vegetables.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 180

Economics

1. CORRADO, GIOVANNI BATTISTA. *The Last Will of a Free Man. II-Four Tests.* With illustrations by Andel. London, distributed by Wm. Dawson & Sons Ltd., [n.d., i.e., 1961]. Pp. 239. The author, an Italian businessman, presents his ideas about economics.

2. FRIEDMAN, MILTON. *A Theory of the Consumption Function.* A study by the National Bureau of Economic Research, New York. Princeton, Princeton University Press, 1957. Pp. 243.

3. RAND CORPORATION. *A Time Series Analysis of Interindustry Demands,* by Kenneth J. Arrow and Marvin Hoffenberg, with the assistance of Harry Markowitz and Ronald Shephard. Amsterdam, North-Holland Pub. Co., 1959. Pp. 292.

Education

4. CANADA. DEPARTMENT OF LABOUR. *Transition from School to Work,* by Oswald Hall and Bruce McFarlane. [Ottawa, Queen's Printer, 1962, i.e., 1963]. Pp. 89.

Describes the results of a study undertaken in 1961, tracing the experiences of a group of young people (born in 1940) in an Ontario city as they passed through high school into the world of work.

Some of the questions examined by the authors in their study are: "Who gets where in the school system, and how? How are jobs found by newcomers to the work world? How is school achievement linked to job opportunities and to income? Who faces unemployment? How effective is guidance in the school system? Who proceeds from high school to further education? Do boys and girls fare similarly in these matters?"

5. LAYCOCK, SAMUEL RALPH. *Teaching and Learning; a Textbook in Educational Psychology.* Toronto, Copp Clark, [c1954]. Pp. 311.

6. *Organization, a Means to Improved Instruction; the Lecture Series of the 1962 Leadership Course for School Principals.* Edmonton, Policy Committee, Leadership Course for School Principals, 1962. Pp. 174.

7. SCHOLARSHIP AND GUIDANCE ASSOCIATION, CHICAGO. *The Drop-outs; a Treatment Study of Intellectually Capable Students who Drop Out of High School,* [by] Solomon O. Lichter [and others.

New York], Free Press of Glencoe, [1962]. Pp. 302.

Relates the experience and findings of a three-year treatment study of a group of Chicago young people who wanted to leave or who left high school. Includes some case studies.

8. U.S. OFFICE OF EDUCATION. *Current Expenditures per Pupil in Public School Systems; Urban School Systems, 1958-59*, by Gerald Kahn. Washington, GPO, 1961. Pp. 82.

9. U.S. OFFICE OF EDUCATION. *Guide to the National Defense Education Act of 1958*, by Theodora E. Carlson, assisted by Catherine P. Williams. Rev. ed. Washington, GPO, 1959. Pp. 32.

Education, Vocational

10. U.S. OFFICE OF EDUCATION. *Educational Objectives in Vocational Agriculture*. Rev. ed. Washington, GPO, 1955. Pp. 14.

11. U.S. OFFICE OF EDUCATION. *Vocational Education in the Next Decade; Proposals for Discussions*. Washington, 1961. Pp. 197.

Employees—Training

12. BRITISH ASSOCIATION FOR COMMERCIAL AND INDUSTRIAL EDUCATION. *Industrial Training—whose Responsibility? Papers presented at the BACIE Spring Conference; London, 10th May, 1962*. London, 1962. Pp. 32.

Contents: Opening Address, by Rt. Hon. John Hare, Minister of Labour. The Economics of Industrial Training, by Lady Gertrude Williams. Responsibility—Lessons from the Continent, by F. C. Hayes. Responsibility—an Engineer's Viewpoint, by Austen Albu.

13. WOMEN'S GROUP ON PUBLIC WELFARE. WORKING PARTY ON THE EDUCATION AND TRAINING OF GIRLS. *The Education and Training of Girls; a Study by the Women's Group on Public Welfare*. London, National Council of Social Service, c1962. Pp. 122.

The Working Party was set up to consider and report on whether, in its opinion, the education of British girls fitted them adequately to play their part as members of the community, in their working life, and as wives and mothers, and to make recommendations on their findings.

Industrial Relations

14. HAWAII. UNIVERSITY, HONOLULU. INDUSTRIAL RELATIONS CENTER. *Government Intervention in Industrial Relations; Source Book*. Rev. ed. Edited by Harold S. Roberts. Honolulu, University of Hawaii, 1962. Pp. 224.

Examination of U.S. federal and state labour laws that are concerned with governmental intervention in labour-management relations.

15. JOHNSTON, THOMAS LOTHIAN. *Collective Bargaining in Sweden; a Study of the Labour Market and its Institutions*. London, Allen & Unwin, 1962. Pp. 358.

Examines labour organizations, employers' associations, the law governing collective bargaining in Sweden, collective agreements, works councils, and wage policies, among other things.

16. U.S. BUREAU OF LABOR STATISTICS. *Major Union Contracts in the United States, 1961*. Washington, GPO, 1962. Pp.

18. Describes basic characteristics of major collective agreements in the U.S.

Industry—Location

17. BRAZER, HARVEY ELLIOT. *Taxation and Industrial Location in Michigan; a Report*. [Kalamazoo, W. E. Upjohn Institute for Employment Research, 1959?]. Pp. 305-327.

Reprint of Appendix Chapter B of a book entitled *The Michigan Economy: its Potentials and its Problems*, by William Haber [and others]. A brief examination of the effect of state and local taxes on the growth of industry in Michigan.

18. KRUGER, DANIEL HERSCHEL. *The Labor Factor in Plant Location in Michigan; a Report*. [Kalamazoo, W. E. Upjohn Institute for Employment Research, 1959?]. Pp. 255-304.

Reprint of Appendix Chapter A of a book entitled *The Michigan Economy: its Potentials and its Problems*, by William Haber [and others]. Deals with the quantity and quality of labour available and on its cost.

Labour Laws and Legislation

The following six reports were prepared by the U.S. Bureau of Labor Statistics and published by the Government Printing Office in Washington in 1962 and 1963:

19. *Labor Law and Practice in Bolivia*. Pp. 38.

20. *Labor Law and Practice in Ceylon*. Pp. 48.

21. *Labor Law and Practice in Colombia*. Pp. 47.

22. *Labor Law and Practice in Costa Rica*. Pp. 43.

23. *Labor Law and Practice in Guatemala*. Pp. 32.

24. *Labor Law and Practice in Iraq*. Pp. 34.

Labour Organization

25. GENERAL COUNCIL OF TRADE UNIONS OF JAPAN (SOHYO). *This is SOHYO; its Principles and Activities, 1963*. Tokyo, 1963. Pp. 104.

The General Council of Trade Unions of Japan (SOHYO), with a membership of 4.3 million workers, held its first convention in

July 1950. This booklet describes how the General Council is striving for higher wages, better working conditions and employment for its workers.

26. HOROWITZ, DANIEL L. *The Italian Labor Movement*. Cambridge, Harvard University Press, 1963. Pp. 356.

A history of the Italian labour movement from the second half of the 19th century up to the present, showing the influence of socialism, the church, fascism and communism on labour organization.

27. INTERNATIONAL TRADE UNION SEMINAR ON PROBLEMS AND TECHNIQUES OF INFORMATION WITHIN THE TRADE UNION MOVEMENT, GALWAY, IRELAND, 1961. *Final Report*, by the Division for Social Affairs of OECD, Paris, Organization for Economic Co-operation and Development, [1962?]. Pp. 83. Seminar held September 19-22, 1961.

The program of this seminar included "two general reports, defining the needs for communications in a modern society, and the problems of communications within the trade unions [and] four technical reports on Press, Radio, Television, and Film and Audio-Visual Aids."

28. NORWEGIAN FEDERATION OF TRADE UNIONS. *The Trade Union Movement in Norway*. 3rd ed., 1962. Oslo, 1962. Pp. 62.

29. U.S. BUREAU OF INTERNATIONAL LABOR AFFAIRS. *Miners' International Federation*, [by Daniel C. Lazorchick]. Washington, GPO, 1962. Pp. 210.

Contains a brief history of the MIF and a description and analysis of its structure, constitution, finances, membership, regional activities and external relations, with a chapter on its leadership.

Labouring Classes

30. INTERNATIONAL UNION OF UNITED BREWERY, FLOUR, CEREAL, SOFT DRINK AND DISTILLERY WORKERS OF AMERICA. *Know Your Union; Steward's Manual*. [Cincinnati, n.d.]. Pp. 40. A brief outline of the duties of a shop steward.

31. U.S. BUREAU OF EMPLOYMENT SECURITY. *Family Characteristics of the Long-Term Unemployed; a Report on a Study of Claimants under the Temporary Extended Unemployment Compensation Program, 1961-1962; Exhaustees, May 1961 Survey*. Washington, GPO, 1963. Pp. 33.

An examination of the characteristics and experience of claimants who had exhausted their extended benefit rights.

32. U.S. BUREAU OF EMPLOYMENT SECURITY. *Missiles and Aircraft, Labor Market Developments*. Washington, 1962. Pp. 20.

33. U.S. BUREAU OF EMPLOYMENT SECURITY. *Work Force Adjustment to Technological Change; Selected Employer Procedures*. Washington, GPO, 1963. Pp. 62.

Contents: Manpower Planning and Preparation for Impending Changes. Re-assignment and Relocation of Affected Workers. Company Training Programs. Minimizing Income Loss of Displaced Workers.

34. U.S. BUREAU OF LABOR STATISTICS. *Employment and Changing Occupational Patterns in the Railroad Industry, 1947-60*. Washington, GPO, 1963. Pp. 32.

"... Analyzes employment trends and occupational changes in the railroad industry in the 1947-60 period."

35. WEINBERG, EDGAR. *The Effects of Technology and Automation on Employment of the Handicapped. Paper presented before the Mountain State Regional Meeting of the President's Committee on Employment of the Handicapped, Pueblo, Colorado, June 29, 1962*. Washington, 1962. Pp. 9.

Professions

36. ENGINEERS JOINT COUNCIL. ENGINEERING MANPOWER COMMISSION. *Demand for Engineers, with Sections on Engineering Technicians and Physical Scientists*. [A Survey], 1962. New York, 1962. Pp. 60.

37. U.S. BUREAU OF LABOR STATISTICS. *Scientific and Technical Personnel in Industry, 1960*. Prepared for the National Science Foundation. Washington, GPO, 1961. Pp. [58].

Statistics

38. AMERICAN STATISTICAL ASSOCIATION. BUSINESS AND ECONOMIC STATISTICS SECTION. *Proceedings, 1962. Papers presented at the Annual Meeting of the American Statistical Association, Minneapolis, Minnesota, September 7-10, 1962, under the Sponsorship of the Business and Economic Statistics Section*. Washington, 1963. Pp. 330.

Some of the topics discussed: The role statistics can play in informing public opinion about labour-management negotiations; how to spot the next recession; full employment and fiscal policy; evaluation of survey techniques for measuring consumer attitudes; studies of errors in economic statistics; measuring long-term economic growth; new research on business cycle processes; and, measuring the impact of the European Common Market on the U.S. economy.

39. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *Government Price Statistics; Report of the Subcommittee on Economic Statistics*. Washington, GPO, 1961. Pp. 13. At head of title: 87th Cong.,

1st sess. Joint Committee print. Makes recommendations for improving the collection of U.S. price statistics.

Supervisors

40. OHIO. STATE BOARD OF VOCATIONAL EDUCATION. *Using Television for Industrial Supervisory Development*. Columbus, Trade and Industrial Education Service, Division of Vocational Education, State Department of Education, 1959. Pp. 8.

41. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL EDUCATION. *Promoting Programs of Supervisory Personnel Development; a Guide to winning Acceptance of Programs and a Glossary of Terms*, by Earl M. Bowler. Washington, GPO, 1960. Pp. 31.

U.S. Department of Labor

42. U.S. DEPARTMENT OF LABOR. *The anvil and the Plow; a History of the United States Department of Labor*. [Washington, GPO, 1963?].

43. U.S. DEPARTMENT OF LABOR. *Challenge and Change; a Brief History of the U.S. Department of Labor, 1913-1963*. Washington, GPO, 1963. Pp. 72.

Vocational Guidance

44. U.S. OFFICE OF EDUCATION. *An Approach to Individual Analysis in Educational and Vocational Guidance*, by David Segel, Frank E. Wellman, and Allen T. Hamilton. Washington, GPO, 1958. Pp. 39.

45. U.S. OFFICE OF EDUCATION. *Guidance, Counselling, and Testing Program Evaluation; Suggestions for Secondary Schools, Title V-A, National Defense Education Act of 1958*, prepared by Frank E. Wellman and Don. D. Twiford. Washington, GPO, 1961. Pp. 37.

Wages and Hours

46. BAYLISS, FREDERIC J. *British Wages Councils*. Oxford, Basil Blackwell, 1962. Pp. 177.

A survey of the historical development of British Wages Councils and a description of their operation.

47. CHAMBER OF COMMERCE OF THE UNITED STATES OF AMERICA. *A Shorter Workweek? An Information Manual on Key Questions*. Washington, 1962. Pp. 114. A compilation of material on the shorter work week.

48. NEW ZEALAND. DEPARTMENT OF STATISTICS. *Report on Prices, Wages, and Labour Statistics of New Zealand for the Year, 1961*. Wellington, Government Printer, 1961. Pp. 72.

Miscellaneous

49. BRITISH PRODUCTIVITY COUNCIL. *Work Study in Farming: Twenty Case Studies*. London, [n.d., 1962?]. Pp. 48.

A brief look at the way work study has improved methods of farm operation in Britain.

50. CONFERENCE ON APPLICATION OF DIGITAL COMPUTERS TO AUTOMATED INSTRUCTION, WASHINGTON, 1961. *Programmed Learning and Computer-based Instruction; Proceedings*. John E. Coulson, editor. New York, Wiley, 1962. Pp. 291.

"Co-sponsored by Personnel and Training Branch and Information Systems Branch of the Office of Naval Research, and System Development Corporation."

51. FRANCE. DIRECTION DE LA DOCUMENTATION. *Les institutions sociales de la France*. [Rédigé sous la direction de P. Laroque. Rev. ed., Paris]. Documentation française [1963]. Pp. 1022.

Some of the topics discussed in this book are social security, public welfare, sickness benefits, housing, the family, the care and protection of mothers and children, labour conditions, education, old age security, and social service.

52. JACOBS, PAUL. *Dead Horse and the Featherbird; [a Report to the Center for the Study of Democratic Institutions]*. Santa Barbara, Calif., Center for the Study of Democratic Institutions, 1962]. Pp. 62.

A discussion of "unwork" in the printing trades and in commercial aviation. "Dead horse" refers to work done by printers that is actually performed and paid for but never used. A "featherbird" airman is an additional member of the crew in the cockpit of a commercial American airplane who performs no duties but must be paid nevertheless.

53. KELLY, ROBIN ARTHUR. *The Use of English for Technical Students*. London, Harrap, 1962. Pp. 189.

54. MACHLUP, FRITZ. *The Production and Distribution of Knowledge in the United States*. Princeton, N.J., Princeton University Press, 1962. Pp. 416.

55. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. *Demographic Trends, 1956-1976, in Western Europe and in the United States*. Paris, 1961. Pp. 149. English and French text. French title: L'évolution démographique de 1956 à 1976 en Europe Occidentale et aux Etats-Unis.

56. ROYAL SOCIETY FOR THE PREVENTION OF ACCIDENTS, LONDON. *Building & Construction Regulations Handbook; a Comprehensive Guide to the Safety, Health and Welfare Requirements for Building Operations and Works of Engineering Construction*. 6th ed., London, 1962. Pp. 36.

57. SASKATCHEWAN. PUBLIC SERVICE COMMISSION. *Annual Report for the Fiscal Year, 1961-62*. Regina, 1962. Pp. 16.

58. THOLE, HENRY C. *Service Station Starts in Kalamazoo, 1957-1958; a Study of the Problems of Small Business*. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1959. Pp. 25.

The author outlines some of the problems encountered by the owners of 17 service stations started in 1957 and 1958 in Kalamazoo, Mich. Many owners did not look into such questions as selection of location, management of working capital, finance, accounting, sales and labour costs.

59. TITMUSS, RICHARD MORRIS. *Income Distribution and Social Change; a Study in Criticism*. London, Allen & Unwin, 1962. Pp. 240.

Partial Contents: The Problem of Definition—Income and Income Units. Social Structure and the Distribution of Incomes. The Individual and the Family. Tax, Time and Kinship in the Arrangement of Income. Statutory Income and Real Income. The Spreading of Income over Retirement. Benefits in Kind. The Need for a New Approach.

60. UNITED NATIONS. SECRETARY-GENERAL, 1961- (THANT). *Eco-*

nomic and Social Consequences of Disarmament; Report of the Secretary-General transmitting the Study of his Consultative Group. New York, Dept. of Economic and Social Affairs, United Nations, 1962. 2 volumes. Contents. [v. 1]. Report. [v. 2]. Replies of Governments and Communications from International Organizations.

This report studies the resources devoted to military purposes, the impact of disarmament on national production and employment, on international economic relations, examines some social consequences of disarmament, and includes replies of 20 Governments and communications from seven international organizations.

61. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *International Payments Imbalances and Need for strengthening International Financial Arrangements; Report of the Subcommittee on International Exchanges and Payments . . . with Individual Views*. Washington, GPO, 1961. Pp. 26. At head of title: 87th Cong., 1st. sess. Joint Committee print.

The Subcommittee on International Exchange and Payments looked into and reported on the questions of "gold and balance-of-payments, mechanisms for international settlements and currency stabilization, and international monetary policies."

Decisions of Umpire

(Continued from page 921)

party or as to breaches of agreement, and, as stated in many previous decisions, the statutory authorities under the Act should not concern themselves with the merit of a labour dispute.

From the foregoing it can be seen that the insurance officer's grounds of appeal are entirely in accordance with the established jurisprudence.

I consequently decide to allow the insurance officer's appeal.

Industrial Fatalities

(Continued from page 884)

tremes and explosions; 13 were caused by electric current; 3 by over-exertion; and 2 were under the heading "miscellaneous accidents".

By province of occurrence, the largest number of fatalities, 87, was in Ontario. In British Columbia there were 46, in Alberta 27, and in Quebec 19.

During the quarter, there were 69 fatalities in April, 82 in May and 81 in June.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED SEPTEMBER 21, 1963

(estimates in thousands)

Source: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,815	618	1,911	2,469	1,198	619
Men.....	4,891	463	1,383	1,738	864	443
Women.....	1,924	155	528	731	334	176
14-19 years.....	649	69	205	206	119	50
20-24 years.....	879	93	293	280	148	65
25-44 years.....	3,038	252	862	1,127	517	280
45-64 years.....	2,036	183	503	773	369	208
65 years and over.....	213	21	48	83	45	16
Employed.....	6,565	584	1,803	2,412	1,175	591
Men.....	4,699	432	1,298	1,699	846	424
Women.....	1,866	152	505	713	329	167
Agriculture.....	706	39	140	173	334	20
Non-agriculture.....	5,859	545	1,663	2,239	841	571
Paid Workers.....	5,383	489	1,532	2,068	783	511
Men.....	3,726	352	1,071	1,420	523	360
Women.....	1,657	137	461	648	260	151
Unemployed.....	250	34	108	57	23	28
Men.....	192	31	85	39	18	19
Women.....	58	*	23	18	*	*
Persons not in the Labour Force.....	5,711	649	1,694	1,897	931	540
Men.....	1,330	168	394	414	212	142
Women.....	4,381	481	1,300	1,483	719	398

*Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED SEPTEMBER 21, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over ¹	12,526	1,931	3,643	962	3,732	915	1,343
Labour force.....	6,815	649	3,524	832	954	643	213
Employed.....	6,565	587	3,432	776	938	624	208
Unemployed.....	250	62	92	56	16	19	*
Not in labour force.....	5,711	1,282	119	130	2,778	272	1,130
Participation rate ²							
1963, September 21.....	54.4	33.6	96.7	86.5	25.6	70.3	15.9
August 24.....	56.1	45.0	97.1	90.6	24.2	70.2	15.7
Unemployment rate ³							
1963, September 21.....	3.7	9.6	2.6	6.7	1.7	3.0	*
August 24.....	3.8	8.4	2.7	7.2	1.6	3.0	*

¹Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

²The labour force as a percentage of the population 14 years of age and over.

³The unemployment as a percentage of the labour force.

*Less than 10,000.

TABLE A-3—UNEMPLOYED, WEEK ENDED SEPTEMBER 21, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	September 1963	August 1963	September 1962
Total unemployed.....	250	270	260
On temporary layoff up to 30 days.....	13	18	13
Without work and seeking work.....	237	252	247
Seeking full-time work.....	227	239	237
Seeking part-time work.....	10	13	10
Seeking under 1 month.....	87	75	90
Seeking 1-3 months.....	79	95	77
Seeking 4-6 months.....	27	30	30
Seeking more than 6 months.....	44	52	50

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ⁽¹⁾						
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ⁽²⁾	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	Totals (3)
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total....	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total....	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
July.....	49.4	490.4	165.6	.....	.....	.....	.....	.....	.....	1,738.0
August.....	49.1	496.1	166.8	85.8	403.5	99.6	726.5	1,518.9	220.1	1,753.5
September.....	48.5	503.9	164.3	.....	.....	.....	.....	.....	.....	1,780.5
October.....	47.9	498.9	165.2	.....	.....	.....	.....	.....	.....	1,764.8
November.....	47.6	495.2	162.0	86.1	356.0	99.5	750.6	1,556.8	221.4	1,743.0
December.....	46.6	481.5	157.1	.....	.....	.....	.....	.....	.....	1,692.5
1963—										
January.....	47.5	484.4	157.7	.....	.....	.....	.....	.....	.....	1,699.4
February.....	47.8	488.7	157.6	68.0	272.8	97.2	731.9	1,603.0	222.1	1,699.8
March.....	47.0	493.9*	156.3	.....	.....	.....	.....	.....	.....	1,714.1*
April.....	46.7	503.2	160.7	.....	.....	.....	.....	.....	.....	1,746.8
May.....	48.1	514.9	165.7	68.6*	345.0*	102.5*	763.7*	1,668.8*	228.1*	1,807.9
June*	49.2	523.0	170.0	.....	.....	.....	.....	.....	.....	1,863.0
July†.....	49.9	509.5	172.2	.....	.....	.....	.....	.....	.....	1,830.2
Seasonally Adjusted										
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total....	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total....	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
July.....	48.4	486.4	158.1	.....	.....	.....	.....	.....	.....	1,703.6
August.....	48.1	487.3	159.7	79.3	332.5	97.0	724.9	1,532.4	218.2	1,709.2
September.....	47.8	489.8	159.0	.....	.....	.....	.....	.....	.....	1,712.8
October.....	47.6	491.5	161.9	.....	.....	.....	.....	.....	.....	1,722.8
November.....	47.4	494.3	160.6	74.0	334.8	99.4	733.6	1,558.6	220.4	1,728.7
December.....	46.8	494.3	160.4	.....	.....	.....	.....	.....	.....	1,730.1
1963—										
January.....	48.1	499.5	164.4	.....	.....	.....	.....	.....	.....	1,771.4
February.....	48.7	500.6	164.6	77.4	348.4	99.8	751.7	1,615.7	225.4*	1,768.8
March.....	47.6	503.3*	164.8	.....	.....	.....	.....	.....	.....	1,777.9*
April.....	48.6	508.7	165.9	.....	.....	.....	.....	.....	.....	1,789.8
May.....	48.0	510.7	164.7	78.7*	346.7*	102.7*	763.6*	1,638.2*	227.9	1,794.6
June*	48.2	508.8	164.7	.....	.....	.....	.....	.....	.....	1,799.8
July†.....	48.8	507.3	164.2	.....	.....	.....	.....	.....	.....	1,779.5

(1) Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

(2) Includes post office wages and salaries.

(3) Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at July 1963 employers in the principal non-agricultural industries reported a total employment of 3,046,230. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite ⁽¹⁾			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
Averages						
1957.....	122.6	158.1	67.93	115.8	159.1	69.94
1958.....	117.9	163.9	70.43	109.8	165.3	72.67
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	177.8	78.19
1961.....	118.1	181.8	78.11	108.9	183.6	80.73
1962—						
July.....	125.8	188.3	80.90	115.5	189.1	83.13
August.....	127.0	188.1	80.80	117.6	187.9	82.62
September.....	126.5	189.5	81.40	117.6	190.8	83.91
October.....	125.4	189.9	81.57	115.9	191.8	84.34
November.....	124.3	189.8	81.53	114.7	192.3	84.55
December.....	120.2	182.6	78.45	110.9	183.6	80.71
1963—						
January.....	117.8	190.6	81.80	111.6	193.5	85.09
February.....	117.4	192.9	82.87	112.2	194.2	85.41
March.....	117.7	193.1	82.96	112.8	195.5	85.95
April.....	119.3	194.4	83.53	113.7	197.2	86.72
May.....	123.6	194.8	83.69	116.3	197.4	86.80
June*.....	127.5	194.7	83.64	118.9	196.2	86.29
July†.....	127.5	194.0	83.34	116.8	194.3	85.42

⁽¹⁾Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	July 1963	June 1963	July 1962	July 1963	June 1963	July 1962
Provinces				\$	\$	\$
Newfoundland.....	154.0	149.9	150.5	75.65	76.99	73.59
Prince Edward Island.....	150.0	142.8	158.1	59.06	58.88	57.13
Nova Scotia.....	98.9	97.2	97.6	68.85	68.98	66.59
New Brunswick.....	108.7	108.1	109.0	68.18	67.66	66.01
Quebec.....	128.5	127.0	125.9	80.46	80.39	77.97
Ontario.....	127.0	129.2	125.2	86.67	87.02	84.26
Manitoba.....	117.7	115.4	116.1	78.41	78.15	76.29
Saskatchewan.....	135.7	132.9	135.3	79.78	79.69	77.71
Alberta (including Northwest Territories).....	167.7	165.9	168.2	83.74	84.85	81.95
British Columbia (including Yukon).....	123.9	123.2	123.6	91.81	92.04	87.93
Canada.....	127.5	127.5	125.8	83.34	83.64	80.90
Urban areas						
St. John's.....	154.2	150.2	149.2	64.78	65.03	61.60
Sydney.....	83.0	83.7	82.5	81.81	80.85	82.62
Halifax.....	124.4	122.1	124.2	71.06	71.65	67.86
Moncton.....	107.4	105.5	111.6	64.87	65.76	62.92
Saint John.....	106.0	106.9	107.7	68.80	68.70	66.69
Chicoutimi—Jonquiere.....	114.5	111.2	115.3	100.60	103.17	99.83
Quebec.....	130.6	130.0	122.7	72.56	71.23	69.61
Sherbrooke.....	114.1	113.2	110.2	69.73	69.78	67.42
Shawinigan.....	106.4	104.0	108.4	92.87	91.92	90.16
Three Rivers.....	121.0	120.1	120.4	75.61	77.60	74.46
Drummondville.....	87.5	88.3	81.1	68.23	69.41	65.65
Montreal.....	130.7	131.2	128.1	82.42	82.25	80.17
Kingston.....	140.5	139.4	138.7	77.36	77.42	75.71
Ottawa—Hull.....	129.4	125.4	121.1	83.39	81.97	80.16
Peterborough.....	102.3	102.9	97.0	92.79	92.86	89.30
Oshawa.....	142.2	205.0	127.7	98.38	102.25	96.12
Toronto.....	141.8	143.4	138.6	87.71	87.99	85.23
Hamilton.....	119.0	120.9	116.0	92.62	92.12	90.76
St. Catharines.....	106.5	116.8	104.5	95.77	95.76	93.31
Niagara Falls.....	112.7	108.8	106.2	78.27	80.39	78.80
Brantford.....	88.8	90.4	83.7	80.80	80.27	76.14
Guelph.....	129.9	132.0	216.9	76.14	76.50	76.56
Galt.....	122.6	122.2	116.7	74.83	74.84	73.11
Kitchener.....	142.6	142.3	133.7	77.83	78.36	76.44
Sudbury.....	126.6	127.4	144.3	95.28	94.08	93.00
Timmins.....	90.3	90.9	91.1	75.62	74.21	72.40
London.....	144.7	145.7	138.8	81.02	80.31	77.34
Sarnia.....	135.4	137.7	136.6	106.36	110.54	104.91
Windsor.....	65.5	79.4	70.2	92.51	93.46	89.49
Sault Ste. Marie.....	157.7	154.8	154.8	105.98	109.74	100.59
Fort William—Port Arthur.....	115.3	111.2	114.9	83.77	84.59	80.66
Winnipeg.....	119.1	114.9	113.3	74.75	74.73	72.73
Regina.....	152.5	151.4	147.2	78.16	77.57	76.06
Saskatoon.....	152.4	148.2	147.3	73.69	74.74	72.79
Edmonton.....	211.4	210.3	210.8	79.22	80.31	77.47
Calgary.....	186.7	184.7	186.5	83.50	84.05	81.20
Vancouver.....	121.8	121.9	119.1	89.32	90.26	86.33
Victoria.....	121.7	110.8	122.2	85.67	83.95	78.74

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in Employment and Payrolls

Industry	Employment			Average Weekly Wages and Salaries		
	July 1963	June 1963	July 1962	July 1963	June 1963	July 1962
Mining	118.2	117.3	121.2	\$ 101.95	\$ 101.39	\$ 98.76
Metal mining.....	130.8	129.8	136.7	102.96	102.32	100.10
Gold.....	67.4	67.7	70.8	83.73	82.54	80.24
Other metal.....	189.7	187.5	198.0	109.31	108.96	106.71
Fuels.....	83.1	82.5	84.3	108.31	107.61	104.36
Coal.....	38.7	39.0	39.7	82.09	78.90	80.43
Oil and natural gas.....	264.3	260.0	266.5	123.96	125.17	118.95
Non-metal.....	164.3	163.3	159.3	88.91	88.84	84.81
Manufacturing	116.8	118.9	115.5	\$ 85.42	\$ 86.29	\$ 83.13
Durable goods.....	119.7	124.2	118.3	92.18	93.05	89.54
Non-durable goods.....	114.4	114.4	113.1	79.50	80.14	77.52
Food and beverages.....	124.7	124.0	126.7	74.14	75.68	72.26
Meat products.....	138.9	138.5	137.6	85.61	86.92	82.96
Canned and preserved fruits and vegetables.....	148.5	114.4	148.7	58.38	64.10	57.09
Grain mill products.....	93.3	93.2	100.9	83.98	83.69	83.94
Bread and other bakery products.....	115.1	115.5	113.4	72.79	74.50	70.28
Distilled and malt liquors.....	98.6	98.7	100.4	106.76	107.86	101.55
Tobacco and tobacco products.....	80.0	83.8	81.7	90.12	88.61	86.55
Rubber products.....	111.2	112.1	105.6	88.50	89.56	85.96
Leather products.....	87.7	87.9	88.9	55.75	57.15	55.53
Boots and shoes (except rubber).....	93.5	93.7	97.1	56.26	54.96	54.14
Other leather products.....	77.1	77.3	74.2	60.05	61.96	58.80
Textile products (except clothing).....	84.7	85.1	81.6	67.29	68.35	65.79
Cotton yarn and broad woven goods.....	73.5	74.1	71.9	63.36	65.16	61.38
Woolen goods.....	65.0	64.2	63.1	62.08	63.44	62.08
Synthetic textiles and silk.....	98.1	98.0	91.5	73.84	74.89	72.07
Clothing (textile and fur).....	94.7	94.4	91.7	52.49	52.55	51.63
Men's clothing.....	97.8	99.3	94.6	51.39	51.32	49.84
Women's clothing.....	103.4	98.8	97.2	53.03	52.79	55.88
Knit goods.....	74.9	75.1	73.6	52.47	52.66	50.23
Wood products.....	116.2	114.4	114.7	73.94	74.80	71.10
Saw and planing mills.....	121.2	118.7	119.4	75.98	77.42	72.63
Furniture.....	120.4	119.9	116.7	71.67	70.88	70.02
Other wood products.....	82.4	81.9	86.7	65.15	66.69	63.22
Paper products.....	131.9	131.3	129.9	101.42	101.46	98.72
Pulp and paper mills.....	133.3	131.7	131.0	108.68	109.19	106.11
Other paper products.....	128.6	130.2	127.3	83.36	82.69	80.49
Printing, publishing and allied industries.....	126.5	127.5	126.2	92.99	93.19	90.61
Iron and steel products.....	116.3	117.1	111.8	97.60	97.78	95.75
Agricultural implements.....	70.0	72.4	58.7	103.09	101.15	100.39
Fabricated and structural steel.....	148.3	152.7	164.7	99.92	100.99	96.34
Hardware and tools.....	116.3	116.6	109.6	85.09	86.21	82.70
Heating and cooking appliances.....	105.8	105.3	108.7	85.58	85.97	82.97
Iron castings.....	101.6	104.1	97.5	92.66	91.91	90.79
Machinery, industrial machinery.....	137.3	137.6	124.3	92.52	93.55	91.89
Sheet metal products.....	134.9	133.9	129.2	112.70	112.45	108.73
Wire and wire products.....	122.3	123.7	123.0	96.02	95.94	96.38
Transportation equipment.....	117.2	117.4	112.9	96.24	98.59	95.31
Aircraft and parts.....	96.6	116.7	101.5	99.25	100.57	95.25
Motor vehicles.....	223.5	227.7	251.5	100.40	101.78	96.92
Motor vehicle parts and accessories.....	63.0	129.1	80.1	124.47	115.64	112.28
Railroad and rolling stock equipment.....	111.8	132.5	83.1	94.00	94.51	90.94
Shipbuilding and repairing.....	54.2	62.7	57.2	89.45	89.44	85.93
Non-ferrous metal products.....	147.1	149.8	146.2	94.44	94.09	90.34
Aluminum products.....	130.5	129.3	129.9	98.41	97.72	95.11
Brass and copper products.....	148.3	146.7	148.8	94.79	93.95	91.93
Smelting and refining.....	111.6	110.0	105.6	93.76	92.49	90.26
Electrical apparatus and supplies.....	143.1	141.4	147.3	108.32	107.52	104.02
Heavy electrical machinery.....	155.0	155.3	149.6	90.88	91.49	88.95
Telecommunication equipment.....	116.5	117.4	110.9	99.05	99.48	97.00
Non-metallic mineral products.....	281.0	279.9	270.6	87.19	87.84	86.62
Clay products.....	159.4	160.6	157.8	91.16	91.77	88.39
Glass and glass products.....	89.6	92.7	98.3	81.69	82.53	78.45
Products of petroleum and coal.....	181.2	182.3	169.2	85.53	87.27	82.76
Petroleum refining and products.....	145.4	144.4	144.2	125.45	127.04	120.51
Chemical products.....	147.4	146.3	146.0	126.63	128.33	121.76
Medicinal and pharmaceutical preparations.....	138.2	138.4	136.3	101.35	101.28	98.70
Acids, alkalis and salts.....	125.4	125.6	122.0	90.19	90.40	85.72
Other chemical products.....	165.5	164.7	165.8	112.46	112.96	109.55
Miscellaneous manufacturing industries.....	134.9	135.3	133.3	100.61	100.34	98.54
.....	152.3	152.7	144.8	74.98	75.52	73.36
Construction	138.3	133.7	144.5	\$ 91.33	\$ 90.63	\$ 87.21
Building and general engineering.....	134.3	129.6	140.4	97.70	96.41	93.96
Highways, bridges and streets.....	145.0	140.3	151.3	81.63	81.86	76.73
Electric and motor transportation	146.2	147.3	141.7	\$ 87.89	\$ 89.19	\$ 85.47
Service	175.1	173.7	164.3	\$ 58.40	\$ 58.49	\$ 56.56
Hotels and restaurants.....	152.8	150.3	146.0	44.62	44.22	42.75
Laundries and dry cleaning plants.....	140.9	142.1	132.7	51.61	52.51	49.54
Industrial composite	127.5	127.5	125.8	\$ 83.34	\$ 83.64	\$ 80.90

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	July 1963	June 1963	July 1962	July 1963	June 1963	July 1962
				\$	\$	\$
Newfoundland.....	41.1	46.1	39.8	1.54	1.48	1.57
Nova Scotia.....	40.9	41.8	41.4	1.67	1.65	1.61
New Brunswick.....	42.0	41.2	42.1	1.60	1.59	1.61
Quebec.....	41.3	41.3	41.6	1.75	1.77	1.70
Ontario.....	40.9	41.1	41.1	2.02	2.04	1.96
Manitoba.....	40.2	40.5	40.2	1.82	1.81	1.78
Saskatchewan.....	39.0	39.7	38.9	2.02	2.02	1.98
Alberta (includes Northwest Territories)	39.5	40.4	40.2	2.02	2.04	1.98
British Columbia (includes Yukon Territory).....	37.9	38.4	37.8	2.37	2.36	2.27

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage-Earners)

Source: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	July 1963	June 1963	July 1962	July 1963	June 1963	July 1962	July 1963	June 1963	July 1962
				\$	\$	\$	\$	\$	\$
Mining	42.3	41.7	41.8	2.24	2.24	2.19	94.50	93.22	91.57
Metal mining.....	41.9	41.5	41.7	2.32	2.32	2.28	97.33	96.49	95.04
Gold.....	42.9	42.0	42.3	1.81	1.82	1.76	77.63	76.40	74.33
Other metal.....	41.5	41.3	41.5	2.52	2.52	2.47	104.51	103.94	102.55
Fuels.....	42.7	41.2	41.4	2.10	2.11	2.08	89.72	87.16	86.08
Coal.....	43.9	41.2	42.7	1.83	1.85	1.84	80.42	76.10	78.76
Oil and natural gas.....	40.8	41.3	39.2	2.55	2.54	2.51	104.22	104.81	98.43
Non-metal.....	43.2	42.8	42.8	2.05	2.03	1.94	88.48	86.97	82.91
Manufacturing	40.8	40.9	41.0	1.93	1.94	1.87	78.57	79.64	76.72
Durable goods.....	41.3	41.4	41.4	2.09	2.11	2.02	86.10	87.30	83.85
Non-durable goods.....	40.2	40.5	40.5	1.78	1.79	1.73	71.72	72.29	70.18
Food and beverages.....	40.9	41.3	40.7	1.65	1.67	1.62	67.25	69.15	65.94
Meat products.....	41.5	41.9	40.5	1.98	1.99	1.94	82.10	83.37	78.55
Canned and preserved fruits and vegetables.....	39.0	37.6	39.6	1.30	1.43	1.26	50.51	54.01	49.97
Grain mill products.....	42.6	42.2	42.8	1.86	1.87	1.85	79.12	78.77	79.19
Bread and other bakery products.....	41.7	42.1	41.9	1.64	1.65	1.54	68.25	69.34	64.67
Distilled liquors.....	40.1	42.8	39.2	2.29	2.28	2.15	91.85	97.44	84.28
Malt liquors.....	40.4	40.1	40.3	2.44	2.48	2.33	98.65	99.40	93.70
Tobacco and tobacco products.....	38.6	38.6	40.1	2.18	2.17	2.02	84.25	83.90	81.09
Rubber products.....	41.2	41.8	41.3	2.00	2.00	1.94	82.51	83.47	80.16
Leather products.....	39.2	39.2	40.4	1.32	1.33	1.27	51.51	51.98	51.15
Boots and shoes (except rubber).....	39.7	39.0	41.0	1.28	1.28	1.22	50.72	50.06	50.20
Other leather products.....	38.0	39.6	38.9	1.40	1.42	1.37	53.30	56.31	53.40
Textile products (except clothing).....	41.3	42.1	41.7	1.46	1.46	1.41	60.29	61.58	58.89
Cotton yarn and broad woven goods.....	42.1	42.9	39.0	1.47	1.48	1.44	58.77	60.73	56.33
Woolen goods.....	42.0	42.6	43.2	1.35	1.35	1.31	56.87	57.91	56.51
Synthetic textiles and silk.....	37.7	37.4	38.2	1.57	1.57	1.50	65.86	67.01	64.45
Clothing (textile and fur).....	37.4	37.4	37.7	1.25	1.25	1.22	47.63	47.17	46.65
Men's clothing.....	35.9	34.5	36.7	1.38	1.38	1.20	46.89	46.82	45.29
Women's clothing.....	40.5	40.8	40.7	1.17	1.17	1.32	49.50	46.94	45.89
Knit goods.....	41.1	41.5	41.4	1.71	1.72	1.63	47.54	47.68	45.50
*Wood products.....	40.4	41.1	40.7	1.82	1.83	1.73	73.52	71.30	67.79
Saw and planing mills.....	42.6	42.1	42.9	1.56	1.55	1.51	66.35	65.36	64.81
Furniture.....	42.3	43.2	42.4	1.41	1.42	1.37	59.72	61.43	58.20
Other wood products.....	41.8	41.8	41.8	2.29	2.29	2.24	95.81	95.71	92.63
Paper products.....	41.7	42.0	41.7	2.46	2.46	2.41	102.87	103.33	100.78
Pulp and paper mills.....	41.8	41.5	42.0	1.82	1.81	1.76	76.26	75.08	73.99
Other paper products.....	38.4	38.5	38.9	2.40	2.39	2.30	92.11	92.03	89.54
*Iron and steel products.....	41.4	41.4	41.8	2.25	2.25	2.19	93.18	93.17	91.33
Agricultural implements.....	41.0	41.3	42.0	2.34	2.34	2.19	96.12	96.34	92.14
Fabricated and structural steel.....	41.4	41.9	41.1	2.21	2.22	2.13	91.43	93.22	87.57
Hardware and tools.....	42.7	43.1	42.6	1.87	1.87	1.80	79.94	80.46	76.67
Heating and cooking appliances.....	40.9	41.2	41.8	1.90	1.91	1.85	77.77	78.57	77.53
Iron castings.....	41.9	41.4	42.3	2.12	2.13	2.07	88.95	88.18	87.71
Machinery, industrial.....	41.5	41.8	42.3	2.10	2.10	2.04	87.31	87.80	86.40
Primary iron and steel.....	41.1	40.7	40.4	2.67	2.67	2.59	109.82	108.81	104.62
Sheet metal products.....	41.8	41.9	42.7	2.17	2.17	2.18	90.77	90.99	93.21
Wire and wire products.....	41.6	42.3	42.0	2.18	2.19	2.16	90.96	92.74	90.81
*Transportation equipment.....	41.0	41.3	40.6	2.23	2.29	2.17	91.43	94.50	88.34
Aircraft and parts.....	40.6	40.9	40.4	2.23	2.23	2.13	90.54	91.08	86.04
Motor vehicles.....	43.8	42.5	41.6	2.57	2.52	2.48	112.43	107.24	102.95
Motor vehicle parts and accessories.....	40.8	40.7	40.6	2.13	2.19	2.04	87.13	89.00	82.77
Railroad and rolling stock equipment.....	39.5	40.5	39.9	2.17	2.17	2.10	85.77	87.80	83.93
Shipbuilding and repairing.....	41.3	41.2	40.6	2.26	2.26	2.20	93.41	93.25	89.13
*Non-ferrous metal products.....	41.1	40.7	40.9	2.24	2.25	2.18	92.28	91.56	89.06
Aluminum products.....	41.8	41.3	42.4	2.02	2.01	1.92	84.43	83.01	81.17
Brass and copper products.....	42.2	41.5	41.5	2.12	2.10	2.07	89.37	87.29	85.90
Smelting and refining.....	40.8	40.2	40.3	2.50	2.52	2.43	102.02	101.52	97.97
*Electrical apparatus and supplies.....	40.7	40.8	41.0	1.95	1.95	1.91	79.10	79.54	78.09
Heavy electrical machinery and equipment.....	41.1	41.3	41.2	2.18	2.19	2.14	89.70	90.29	88.05
Telecommunication equipment.....	40.2	40.2	40.8	1.73	1.73	1.72	69.64	69.69	70.33
Refrigerators, vacuum cleaners and appliances.....	40.4	40.7	39.0	2.00	2.02	1.93	80.82	82.32	75.17
Wire and cable.....	43.2	41.8	42.7	2.21	2.18	2.12	95.19	91.23	90.62
Miscellaneous electrical products.....	40.0	40.7	41.2	1.84	1.85	1.81	73.77	75.27	74.49
*Non-metallic mineral products.....	43.3	43.6	43.6	1.97	1.98	1.92	85.56	86.12	85.65
Clay products.....	41.8	42.8	42.5	1.79	1.79	1.74	74.65	76.51	73.93
Glass and glass products.....	40.4	41.0	40.9	1.98	2.00	1.88	80.06	82.03	76.79
Products of petroleum and coal.....	41.8	42.2	42.0	2.72	2.76	2.63	113.63	116.63	110.56
Chemical products.....	40.7	40.9	41.1	2.19	2.18	2.12	89.09	89.21	87.03
Medicinal and pharmaceutical preparations.....	39.7	40.0	38.9	1.70	1.70	1.61	67.34	68.09	62.53
Acids, alkalis and salts.....	40.3	40.6	41.1	2.52	2.51	2.42	101.28	101.96	99.39
Miscellaneous manufacturing industries.....	41.1	41.2	41.2	1.69	1.60	1.55	65.34	65.82	63.86
Professional and scientific equipment.....	40.0	40.2	40.2	1.96	1.95	1.86	78.22	78.31	74.86
Construction	42.4	41.9	42.6	2.11	2.11	2.04	89.39	88.36	85.56
Building and general engineering.....	41.2	41.4	41.2	2.31	2.32	2.23	95.18	93.68	92.00
Highways, bridges and streets.....	44.6	44.5	43.4	1.77	1.78	1.70	79.07	79.07	73.96
Electrical and motor transportation	43.9	44.4	43.4	2.03	2.01	1.97	88.87	89.23	85.32
Service	38.4	38.0	38.6	1.12	1.13	1.08	43.15	43.04	41.69
Hotels and restaurants.....	38.4	37.6	38.4	1.08	1.09	1.04	41.48	40.88	39.89
Laundries and dry cleaning plants.....	40.2	40.6	40.2	1.08	1.09	1.04	43.40	43.49	41.90

* Durable manufactured goods industries.

**TABLE C-6—EARNINGS AND HOURS OF HOURLY RATED
WAGE EARNERS IN MANUFACTURING**

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Weekly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Last Pay Period in:					
1962 July.....	41.0	1.87	76.72	183.8	139.9
August.....	41.0	1.86	76.17	182.5	139.3
September.....	41.4	1.88	77.61	185.9	141.4
October.....	41.3	1.89	77.96	186.8	141.6
November.....	41.2	1.90	78.09	187.1	141.8
December*.....	37.3	1.94	72.34	173.3	131.3
1963 January.....	40.7	1.92	78.26	187.5	141.9
February.....	40.7	1.93	78.45	187.9	142.3
March.....	40.9	1.93	79.01	189.3	143.1
April.....	41.0	1.95	80.05	191.8	145.0
May*.....	41.2	1.95	80.25	192.3	144.8
June.....	40.9	1.94	79.64	190.8	142.9
July†.....	40.8	1.93	78.57	188.2	140.6

NOTE:—The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 652, July issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
September 1958.....	9,385	11,430	20,815	228,426	107,123	335,549
September 1959.....	16,162	16,792	32,954	160,519	97,261	257,780
September 1960.....	12,239	13,796	26,035	228,632	115,358	343,990
September 1961.....	14,645	17,066	31,711	216,358	101,260	317,618
September 1962.....	20,197	20,658	40,855	188,844	97,890	286,734
October 1962.....	20,137	17,399	37,536	232,316	105,488	337,804
November 1962.....	22,077	19,204	41,281	328,801	127,955	456,756
December 1962.....	14,281	13,638	27,919	473,575	137,429	611,004
January 1963.....	13,419	12,532	25,951	579,205	163,880	743,085
February 1963.....	13,412	13,930	27,342	591,207	163,864	755,071
March 1963.....	16,085	16,459	32,544	584,889	158,307	743,196
April 1963.....	24,675	20,458	45,133	502,327	149,907	652,234
May 1963.....	22,865	21,723	44,588	341,869	130,084	471,953
June 1963.....	23,271	21,726	44,997	261,541	127,631	389,172
July 1963.....	22,720	19,096	41,816	241,035	122,350	363,385
August 1963 ⁽¹⁾	25,610	23,933	49,543	208,509	106,482	314,991
September 1963 ⁽¹⁾	24,611	22,034	46,645	187,793	99,162	286,955

⁽¹⁾ Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1959-1962 AND DURING MONTH AUGUST 1962 - AUGUST 1963

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1959—Year.....	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960—Year.....	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1962—August.....	236,921	104,366	102,784	63,558	89,871	50,865
1962—September.....	220,755	98,476	96,217	50,615	91,653	42,692
October.....	272,614	103,871	101,603	45,949	89,619	38,324
November.....	321,696	113,014	86,859	43,840	74,957	33,481
December.....	338,121	94,533	58,253	40,470	57,541	39,613
1963—January.....	331,104	111,102	56,086	35,963	46,669	28,117
February.....	211,442	75,073	47,295	31,852	39,378	23,755
March.....	209,852	73,346	54,427	35,090	42,942	24,990
April.....	210,392	81,258	77,524	39,149	58,986	26,378
May.....	215,307	90,643	100,832	45,049	88,778	32,272
June.....	210,727 ^r	96,469 ^r	77,847 ^r	43,687 ^r	67,432 ^r	34,041 ^r
July.....	235,602	110,746	86,824	50,519	73,561	41,398
August ⁽¹⁾	198,464	94,109	87,258	54,999	70,874	41,013

⁽¹⁾ Preliminary subject to revision.

r.—Revised.

**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,
DURING AUGUST 1963.⁽¹⁾**

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from August 1962
Agriculture, Fishing, Trapping.....	16,605	8,678	25,283	- 4,340
Forestry.....	3,172	32	3,204	- 700
Mining, Quarrying and Oil Wells.....	687	65	752	- 292
Metal Mining.....	441	17	458	- 61
Fuels.....	124	25	149	- 30
Non-Metal Mining.....	51	2	53	- 98
Quarrying, Clay and Sand Pits.....	52	1	53	- 47
Prospecting.....	19	20	39	- 56
Manufacturing.....	13,776	12,690	26,466	- 7,489
Foods and Beverages.....	2,578	6,263	8,841	- 3,155
Tobacco and Tobacco Products.....	24	12	36	- 26
Rubber Products.....	100	31	131	- 167
Leather Products.....	197	384	581	- 141
Textile Products (except clothing).....	534	421	955	- 179
Clothing (textile and fur).....	451	2,006	2,457	- 422
Wood Products.....	2,001	269	2,270	- 461
Paper Products.....	898	345	1,243	- 387
Printing, Publishing and Allied Industries.....	370	507	877	- 75
Iron and Steel Products.....	2,364	367	2,731	- 1,144
Transportation Equipment.....	1,675	283	1,958	- 359
Non-Ferrous Metal Products.....	529	190	719	- 176
Electrical Apparatus and Supplies.....	495	623	1,118	- 221
Non-Metallic Mineral Products.....	566	84	650	- 260
Products of Petroleum and Coal.....	46	18	64	+ 6
Chemical Products.....	390	318	708	- 197
Miscellaneous Manufacturing Industries.....	658	569	1,227	- 125
Construction.....	12,165	199	12,364	- 4,158
General Contractors.....	7,656	129	7,785	- 3,048
Special Trade Contractors.....	4,509	70	4,579	- 1,110
Transportation, Storage and Communication.....	5,437	303	5,740	- 3,142
Transportation.....	4,970	181	5,151	- 3,053
Storage.....	349	43	392	- 32
Communication.....	118	79	197	- 57
Public Utility Operation.....	307	46	353	- 88
Trade.....	7,589	4,877	12,466	- 3,348
Wholesale.....	3,213	1,567	4,780	- 1,214
Retail.....	4,376	3,310	7,686	- 2,134
Finance, Insurance and Real Estate.....	478	906	1,384	- 172
Service.....	10,658	13,217	23,875	- 5,120
Community or Public Service.....	659	1,235	1,894	- 370
Government Service.....	1,895	631	2,466	+ 62
Recreation Service.....	1,722	430	2,152	- 1,042
Business Service.....	2,190	1,052	3,242	+ 558
Personal Service.....	4,252	9,869	14,121	- 4,328
GRAND TOTAL.....	70,874	41,013	111,887	-28,849

⁽¹⁾Preliminary—subject to revision.

**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX,
AS AT AUGUST 30, 1963.**

(Source: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Registrations for Employment ⁽¹⁾		
	Male	Female	Total
Professional & Managerial Workers.....	8,196	2,303	10,499
Clerical Workers.....	15,642	41,703	57,345
Sales Workers.....	7,020	12,205	19,225
Personal & Domestic Service Workers.....	25,414	18,133	43,547
Seamen.....	814	8	822
Agriculture, Fishing, Forestry (Ex. log.).....	4,768	891	5,659
Skilled and Semi-Skilled Workers.....	73,562	11,177	84,739
Food and kindred products (incl. tobacco).....	828	360	1,188
Textiles, clothing, etc.....	1,428	5,931	7,359
Lumber and lumber products.....	5,801	114	5,915
Pulp, paper (incl. printing).....	954	362	1,316
Leather and leather products.....	730	692	1,422
Stone, clay & glass products.....	203	21	224
Metalworking.....	9,553	844	10,397
Electrical.....	1,686	888	2,574
Transportation equipment.....	1,513	31	1,544
Mining.....	978	1	979
Construction.....	13,296	5	13,301
Transportation (except seamen).....	14,248	103	14,351
Communications & public utility.....	424	2	426
Trade and service.....	3,293	994	4,287
Other skilled and semi-skilled.....	13,096	626	13,722
Foremen.....	1,497	193	1,690
Apprentices.....	4,034	10	4,044
Unskilled Workers.....	73,093	20,062	93,155
Food and tobacco.....	2,172	4,991	7,163
Lumber & lumber products.....	5,569	260	5,829
Metalworking.....	3,380	429	3,809
Construction.....	27,948	2	27,950
Other unskilled workers.....	34,024	14,380	48,404
GRAND TOTAL.....	208,509	106,482	314,991

⁽¹⁾Preliminary—subject to revision.

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,
AT AUGUST 30, 1963**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(a) August 30, 1963	Previous Year August 31, 1962		(a) August 30, 1963	Previous Year August 31, 1962
Newfoundland.....	6,177	7,793	Quebec—Concluded		
Corner Brook.....	1,090	2,001	Sorel.....	1,067	741
Grand Falls.....	526	849	Thetford Mines.....	1,350	764
St. John's.....	4,561	4,943	Trois-Rivières.....	2,732	2,680
Prince Edward Island.....	1,143	1,225	Val d'Or.....	1,195	986
Charlottetown.....	571	721	Valleyfield.....	1,673	1,223
Summerside.....	572	504	Victoriaville.....	844	772
Nova Scotia.....	11,055	12,276	Ville St. Georges.....	913	964
Amherst.....	397	458	Ontario.....	110,990	102,626
Bridgewater.....	455	615	Arnprior.....	194	158
Halifax.....	3,664	3,598	Barrie.....	750	772
Inverness.....	201	257	Belleville.....	1,248	980
Kentville.....	783	846	Bracebridge.....	233	330
Liverpool.....	211	239	Brampton.....	1,260	856
New Glasgow.....	1,327	1,168	Brantford.....	1,508	1,468
Springhill.....	422	515	Brockville.....	261	340
Sydney.....	1,874	2,780	Carleton Place.....	207	94
Sydney Mines.....	470	657	Chatham.....	1,330	868
Truro.....	678	530	Cobourg.....	631	664
Yarmouth.....	573	613	Collingwood.....	495	307
New Brunswick.....	10,614	11,504	Cornwall.....	1,318	1,533
Bathurst.....	849	842	Elliot Lake.....	294	405
Campbellton.....	817	1,044	Fort Erie.....	263	244
Edmundston.....	455	486	Fort Frances.....	178	242
Fredericton.....	958	1,034	Fort William.....	1,028	1,016
Minto.....	187	478	Galt.....	666	1,114
Moncton ⁽²⁾	2,385	2,511	Gananoque.....	84	129
Newcastle.....	841	985	Goderich.....	193	227
Saint John.....	2,499	2,309	Guelph.....	887	1,141
St. Stephen.....	343	283	Hamilton.....	8,817	8,294
Sussex.....	210	272	Hawkesbury.....	315	298
Woodstock.....	1,070	1,260	Kapuskasing.....	606	832
Quebec.....	105,943	91,404	Kenora.....	290	307
Alma.....	1,508	1,726	Kingston.....	1,280	1,446
Asbestos.....	249	267	Kirkland Lake.....	401	445
Baie Comeau.....	337	367	Kitchener.....	1,436	1,305
Beauharnois.....	1,082	626	Leamington.....	492	349
Buckingham.....	485	423	Lindsay.....	689	640
Causapscal.....	415	675	Listowel.....	122	143
Chandler.....	711	907	London.....	3,163	2,594
Chicoutimi.....	1,747	1,940	Long Branch.....	2,837	2,261
Cowansville.....	221	221	Midland.....	330	340
Dolbeau.....	795	692	Napanee.....	232	207
Drummondville.....	1,314	1,111	New Liskeard.....	295	232
Farnham.....	247	304	Newmarket.....	561	776
Forestville.....	209	189	Niagara Falls.....	1,001	904
Gaspé.....	698	628	North Bay.....	668	774
Granby.....	1,386	1,384	Oakville.....	736	771
Hull.....	1,950	1,552	Orillia.....	440	405
Joliette.....	2,642	2,460	Oshawa.....	10,874	8,795
Jonquière.....	2,066	2,287	Ottawa.....	4,468	3,418
Lachute.....	413	416	Owen Sound.....	686	668
Lac-Mégantic.....	385	487	Parry Sound.....	135	234
La Malbaie.....	392	438	Pembroke.....	812	921
La Tuque.....	522	574	Perth.....	197	232
Lévis.....	2,020	1,290	Peterborough.....	1,906	1,887
Louiseville.....	517	503	Pictou.....	135	134
Magog.....	315	236	Port Arthur.....	1,299	1,308
Maniwaki.....	289	211	Port Colborne.....	453	331
Matane.....	498	709	Prescott.....	303	316
Mont-Laurier.....	454	449	Renfrew.....	244	193
Montmagny.....	496	708	St. Catharines.....	3,045	2,800
Montréal.....	44,967	34,084	St. Thomas.....	422	516
New Richmond.....	526	537	Sarnia.....	1,793	1,624
Port Alfred.....	819	598	Sault Ste. Marie.....	1,574	1,326
Québec.....	8,532	7,774	Simcoe.....	651	694
Rimouski.....	1,340	1,653	Sioux Lookout.....	.....	116
Rivière du Loup.....	1,471	1,305	Smiths Falls.....	213	238
Roberval.....	893	1,294	Stratford.....	335	518
Rouyn.....	1,342	1,370	Sturgeon Falls.....	401	357
Ste. Agathe des Monts.....	261	242	Sudbury.....	3,603	2,242
Ste. Anne de Bellevue.....	525	492	Tillsonburg.....	173	125
Ste. Thérèse.....	1,400	1,041	Timmins.....	932	964
St. Hyacinthe.....	1,070	694	Toronto.....	26,597	23,502
St. Jean.....	1,354	1,285	Trenton.....	554	523
St. Jérôme.....	964	916	Walkerton.....	255	268
Sept-Îles.....	1,047	884	Wallaceburg.....	346	177
Shawinigan.....	2,204	2,464	Welland.....	1,307	1,423
Sherbrooke.....	3,081	2,881	Weston.....	2,353	2,119
			Windsor.....	6,705	7,919
			Woodstock.....	480	527

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,
AT AUGUST 30, 1963**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) August 30, 1963	Previous Year August 31, 1962		(1) August 30, 1963	Previous Year August 31, 1962
Manitoba	10,920	11,404	British Columbia	35,264	34,855
Brandon.....	715	906	Chilliwack.....	711	863
Dauphin.....	355	362	Courtenay.....	610	702
Elm Flon.....	106	118	Cranbrook.....	352	498
Portage la Prairie.....	362	381	Dawson Creek.....	803	775
The Pas.....	161	201	Duncan.....	630	625
Winnipeg ⁽¹⁾	9,221	9,436	Kamloops.....	549	638
Saskatchewan	5,984	7,142	Kelowna.....	539	430
Estevan.....	114	105	Kitimat.....	89	77
Lloydminster.....	97	102	Mission City.....	515	564
Moose Jaw.....	453	506	Nanaimo.....	749	817
North Battleford.....	407	259	Nelson.....	373	342
Prince Albert.....	835	873	New Westminster.....	4,828	5,482
Regina.....	1,566	1,819	Penticton.....	634	634
Saskatoon.....	1,688	2,447	Port Alberni.....	479	517
Swift Current.....	217	272	Prince George.....	944	1,053
Weyburn.....	78	82	Prince Rupert.....	483	394
Yorkton.....	529	677	Princeton.....	248	229
Alberta	16,901	15,016	Quesnel.....	502	543
Blainmore.....	209	254	Trail.....	458	407
Calgary.....	5,835	5,194	Vancouver.....	17,394	16,194
Drumheller.....	196	282	Vernon.....	575	569
Edmonton.....	7,990	6,365	Victoria.....	2,644	2,297
Edson.....	152	242	Whitehorse.....	155	205
Grande Prairie.....	496	533	CANADA	314,991	295,245
Lethbridge.....	947	897	Males.....	208,509	198,639
Medicine Hat.....	553	658	Females.....	106,482	96,606
Red Deer.....	523	591			

(1) Preliminary subject to revision.

(2) Includes 393 registrations reported by the Magdalen Islands local office.

(3) Winnipeg includes Sioux Lookout as of November 1, 1962.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 856, September issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT *

Source: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1963—June.....	4,077,000	3,856,700	220,300
May.....	3,996,000	3,725,100	270,900
April.....	4,173,000	3,607,100	565,900
March.....	4,242,000	3,556,700	685,300
February.....	4,264,000	3,543,500	720,500
January.....	4,259,000	3,555,900	703,100
1962—December.....	4,223,000	3,631,000	592,000
November.....	4,110,000	3,735,800	374,200
October.....	4,009,000	3,764,900	244,100
September.....	3,998,000	3,800,200	197,800
August.....	4,022,000	3,823,300	198,700
July.....	3,996,000	3,784,000	212,000
June.....	3,977,000	3,762,700	214,300
May.....	4,084,100	3,653,300	430,800†

*Revised on the basis of book renewal at June 1, 1962.

†The number of persons reporting to local offices as claimants during the first two weeks of book renewal. For other months, the claimants are as shown in Table E-2.

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY
NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,
AND PERCENTAGE POSTAL, JULY 31, 1963**

(Counted on last working day of the month)

Source: Statistical Report on the Operation of the Unemployment Insurance Act, DBS

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Percent- age Postal	July 31, 1962 total claimants
		1-4	5-13	14-26	27 or more (*)		
Canada.....	218,974	98,100	57,549	36,469	26,856	29.2	211,975
Male.....	140,675	67,968	35,034	21,600	16,073	30.4	134,611
Female.....	78,299	30,132	22,515	14,869	10,783	27.1	77,364
Newfoundland.....	5,021	1,637	1,493	1,009	882	62.6	5,883
Male.....	4,010	1,401	1,143	757	709	65.2	4,848
Female.....	1,011	236	350	252	173	52.0	1,035
Prince Edward Island.....	806	308	259	116	123	65.3	819
Male.....	504	191	176	68	71	72.8	528
Female.....	302	117	83	50	52	52.6	291
Nova Scotia.....	9,129	3,015	2,858	1,831	1,425	39.4	9,927
Male.....	6,616	2,208	2,179	1,334	895	39.7	7,458
Female.....	2,513	807	679	497	530	38.8	2,469
New Brunswick.....	8,141	3,175	2,245	1,786	935	47.3	8,159
Male.....	5,798	2,375	1,552	1,345	526	48.7	5,971
Female.....	2,343	800	693	441	409	43.7	2,188
Quebec.....	66,712	27,104	20,551	11,611	7,446	26.8	63,101
Male.....	43,914	18,740	13,142	7,501	4,531	27.9	40,449
Female.....	22,798	8,364	7,409	4,110	2,915	24.9	22,652
Ontario.....	85,663	46,346	18,856	11,386	9,075	23.6	79,693
Male.....	54,233	32,801	10,344	5,907	5,181	23.4	48,552
Female.....	31,430	13,545	8,512	5,479	3,894	23.9	31,141
Manitoba.....	7,406	2,325	1,988	1,894	1,199	28.3	8,526
Male.....	4,063	1,221	1,128	1,101	613	31.6	5,021
Female.....	3,343	1,104	860	793	586	24.2	3,505
Saskatchewan.....	3,844	1,385	911	847	701	40.8	4,482
Male.....	1,914	686	416	421	391	45.2	2,238
Female.....	1,930	699	495	426	310	36.4	2,244
Alberta.....	10,310	3,844	2,529	1,996	1,941	61.0	9,937
Male.....	6,370	2,392	1,444	1,116	1,418	65.4	6,117
Female.....	3,940	1,452	1,085	880	523	54.0	3,820
British Columbia.....	21,942	8,961	5,859	3,993	3,129	22.2	21,448
Male.....	13,253	5,953	3,510	2,052	1,738	23.8	13,429
Female.....	8,689	3,008	2,349	1,941	1,391	19.9	8,019

*The bulk of the cases in this group were on claim from 27-39 weeks.

Note: Values less than 50 subject to relatively large sampling variability.

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE,
JULY 1963**

SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,492	988	504	1,840	896	974	612
Prince Edward Island.....	355	237	118	356	253	103	112
Nova Scotia.....	3,239	2,115	1,124	3,795	2,736	979	959
New Brunswick.....	3,425	2,342	1,083	3,226	2,250	896	966
Quebec.....	32,966	20,959	12,907	31,003	21,829	9,164	12,466
Ontario.....	52,512	34,306	18,206	43,040	32,941	10,999	19,991
Manitoba.....	2,855	2,037	858	2,956	1,998	988	899
Saskatchewan.....	1,422	1,037	405	1,353	880	473	556
Alberta.....	4,375	2,811	1,564	4,349	2,940	1,409	1,808
British Columbia (incl. Yukon Territory).....	10,165	6,880	3,785	9,734	6,417	3,317	2,984
Total, Canada, July 1963.....	112,856	72,302	40,554	101,592	73,090	28,502	41,353
Total, Canada, June 1963.....	82,802	53,618	29,184	84,302	56,601	27,701	30,089
Total, Canada, July 1962.....	112,362	69,450	42,912	103,169	74,578	28,591	36,409

*In addition, revised claims received numbered 33,257.

†In addition, 32,482 revised claims were disposed of. Of these, 2,934 were special requests not granted and 2,048 appeals by claimants. There were 9,073 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, JULY 1963

SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, DBS

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	14,502	332,544
Prince Edward Island.....	2,905	57,386
Nova Scotia.....	32,552	715,864
New Brunswick.....	27,907	618,135
Quebec.....	274,808	5,130,618
Ontario.....	227,170	5,285,360
Manitoba.....	26,404	603,909
Saskatchewan.....	12,825	306,581
Alberta.....	34,367	829,286
British Columbia (including Yukon Territory).....	67,154	1,626,509
Total, Canada, July 1963.....	663,594	15,506,192
Total, Canada, June 1963.....	675,263	15,986,894
Total, Canada, July 1962.....	631,485	14,511,553

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1962—September.....	131.0	126.8	135.2	113.3	140.3	158.2	147.6	118.0
October.....	131.5	127.2	135.4	115.6	139.9	160.0	147.8	118.0
November.....	131.9	127.7	135.6	116.0	140.6	159.8	148.2	117.8
December.....	131.9	127.8	135.7	115.8	140.2	159.8	148.2	117.8
1963—January.....	132.0	129.0	135.9	114.7	139.8	159.8	148.6	117.8
February.....	132.1	129.4	135.9	114.8	139.6	159.9	148.6	118.0
March.....	132.1	128.9	136.0	115.6	139.6	159.9	148.6	118.0
April.....	132.3	128.9	136.0	115.7	139.2	162.1	148.0	117.9
May.....	132.3	128.3	136.0	115.6	140.6	162.6	148.8	117.8
June.....	132.8	129.7	136.0	116.0	140.3	162.7	149.3	117.8
July.....	133.5	132.5	135.9	115.7	140.7	162.6	148.8	118.2
August.....	133.9	133.2	136.3	115.9	141.0	162.8	148.8	118.1
September.....	133.4	131.3	136.5	116.1	141.1	162.7	149.1	118.1

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF AUGUST 1963

(1949=100)

—	All Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	August 1962	July 1963	August 1963							
St. John's, Nfld..	118.7	120.9	121.7	121.3	115.4	112.5	123.6	156.9	154.1	101.1
Halifax.....	131.3	132.0	132.5	130.7	133.2	125.2	137.9	163.9	165.7	124.3
Saint John.....	132.7	134.0	134.1	133.7	131.2	123.9	143.1	186.5	154.1	124.5
Montreal.....	131.6	133.4	133.7	138.9	134.8	108.3	159.3	169.2	143.5	118.4
Ottawa.....	132.4	134.5	135.0	134.8	137.0	120.3	153.7	169.2	142.8	123.9
Toronto.....	133.1	135.5	135.6	132.1	139.7	121.4	136.2	160.3	185.3	122.5
Winnipeg.....	129.4	130.9	131.0	132.4	128.0	120.8	134.3	174.8	139.5	125.5
Saskatoon—Regina..	128.3	129.0	129.2	130.0	127.0	129.1	134.7	145.6	147.1	119.5
Edmonton—Calgary..	126.5	127.8	128.0	126.6	126.6	124.5	129.6	163.9	145.7	119.4
Vancouver.....	129.7	132.3	132.2	131.8	134.7	119.4	140.3	150.7	149.4	120.9

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 954.

TABLE G-1—STRIKES AND LOCKOUTS, 1958-1963

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1958.....	251	259	111,475	2,816,850	0.25
1959.....	201	216	95,120	2,226,890	0.19
1960.....	268	274	49,408	738,700	0.06
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1962: August.....	37	57	11,565	74,380	0.06
September.....	23	47	10,509	121,930	0.12
October.....	22	44	10,031	121,230	0.11
November.....	29	47	9,525	75,270	0.06
December.....	14	28	3,565	55,110	0.05
*1963: January.....	9	24	4,559	79,780	0.07
February.....	22	37	7,002	75,280	0.07
March.....	18	32	5,207	34,080	0.03
April.....	25	42	8,562	47,180	0.05
May.....	28	44	6,214	30,300	0.02
June.....	40	63	7,302	78,400	0.07
July.....	27	61	17,101	181,030	0.15
August.....	28	55	11,597	73,340	0.06

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, AUGUST 1963, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....			
Mines.....	2	100	2,150
Manufacturing.....	27	6,721	30,820
Construction.....	15	4,346	34,600
Transp. & utilities.....	5	292	3,110
Trade.....	6	138	2,660
Finance.....			
Service.....			
Public administration.....			
All industries.....	55	11,597	73,340

TABLE G-3—STRIKES AND LOCKOUTS, AUGUST 1963, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	1	36	610
Prince Edward Island.....			
Nova Scotia.....			
New Brunswick.....	2	117	970
Quebec.....	10	3,126	36,220
Ontario.....	30	2,734	19,810
Manitoba.....	1	66	380
Saskatchewan.....	1	103	2,000
Alberta.....	4	599	4,300
British Columbia.....	4	4,683	8,300
Federal.....	2	133	750
All jurisdictions.....	55	11,597	73,340

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
AUGUST 1963**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			August	Accu- mulated		
MANUFACTURING <i>Food and Beverages</i> Fisheries Association of B.C., B.C. Coast.	United Fishermen (Ind.)	4,600	6,570	55,860	July 17 Aug. 3	Wages, other benefits~4% wage increase.
<i>Leather</i> Dominion Luggage, Weston, Ont.	Leather and Plastic Work- ers Loc. 8 (AFL-CIO/ CLC)	102	610	610	Aug. 23	Wages, statutory holidays, overtime, vacations~
<i>Textiles</i> Hafner Fabrics of Canada, Granby, Que.	Textile Federation (CNTU)	202 (12)	910	910	Aug. 14 Aug. 18	Discharge of one employee following disagreement with foreman~Return of workers pending decision of arbitra- tor.
<i>Knitting Mills</i> Regent Knitting Mills, St. Jerome, Que.	Textile Workers' Union Loc. 1475 (AFL-CIO/CLC)	650	10,400	10,400	Aug. 13	Wages, hours, working con- ditions~
<i>Wood</i> Bellerive Veneer & Plywoods, Mont-Laurier, Que.	CNTU	180	270	270	Aug. 30	Wages, hours, working con- ditions~
<i>Non-Metallic Mineral Products</i> Domtar Construction Materials, Cooksville, Ont.	Brick and Clay Workers Loc. 668 (AFL-CIO/CLC)	240	2,400	3,840	July 24 Aug. 16	Wages, hours~5¢ an hr.~In- crease immediately, reduc- tion in hours in two stages with maintenance of take- home-pay.
CONSTRUCTION Toronto & District Marble Tile & Terrazzo Contractors' Assoc., Toronto, Ont.	Bricklayers Loc. 31 (AFL-CIO/CLC) Terrazzo Workers' Help- ers Loc. 56 (AFL-CIO)	556 (250)	3,340	25,160	May 31 Aug. 12	Wages, retention of present system of hiring~Immediate increase of 10¢ an hr; 5¢ an hr. Jan. 1, 1964, 5¢ May 1, 1964, 5¢ Nov. 1, 1964, 5¢ May 1, 1965 and 10¢ Nov. 1, 1965; establishment of joint committee to settle problems as they arise.
<i>Hamilton Builders' Exchange</i> , Hamilton, Ont.	Sheet Metal Workers Loc. 568 (AFL-CIO/CLC)	100	1,000	2,500	July 11 Aug. 16	Wage rates; wage differ- entials~10¢ an hr. on ac- ceptance, 10¢ an hr. Feb. 16, 1964, 10¢ June 15, 1964; in- creased rates for travelling and living allowances outside zoning areas.
Various construction contractors, St. Jean and vicinity, Que.	Building Workers' Federation (CNTU)	1,500	22,500	22,500	Aug. 7 Aug. 28	Wages, hours, pension plan, union security~10¢ an hr. in- crease on signing of contract, 12¢ Jan. 1, 1964, 13¢ July 1, 1964, 10¢ Jan. 1, 1965, 10¢ July 1, 1965; reduction in hours, 5¢ an hr. to pension fund by both parties, paid vacations, other benefits.
Association of Electrical Contractors, Calgary, Alta.	I.B.E.W. Loc. 254 (AFL-CIO/CLC)	529	3,170	3,170	Aug. 23	Wages, paid holidays, sub- sistence allowance for work in parks area~
Foundation Company, Sault Ste. Marie, Ont.	Plumbers (AFL-CIO/CLC)	117	410	410	Aug. 27	Re-instatement of two fore- men, other grievances~
Hamilton Electrical Contractors' Assoc., Hamilton and area, Ont.	I.B.E.W. Loc. 105 (AFL-CIO/CLC)	583 (21)	1,460	1,460	Aug. 28	Enlargement of free travel- ling zone~
Pioneer Construction, Sudbury, Ont.	International Operating Engineers Loc. 793 (AFL-CIO)	233	700	700	Aug. 28	Signing a first agreement~
Miron Limited, Montreal, Que.	CNTU	450	230	230	Aug. 28 Aug. 28	Dismissal of one employee for cause~Referral to arbitra- tion.

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
AUGUST 1963**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			August	Accu- mulated		
TRANSPN. & UTILITIES <i>Transportation</i> Several automobile dealers, Toronto, Ont.	Teamsters Loc. 847 (Ind.)	107	2,250	26,000	Feb. 6	Union security, voluntary dues check-off~
Hull City Transport and Hull Metropolitan Transport, Hull and area, Que.	Street Railway Employees Loc. 591 (AFL-CIO/CLC)	132	730	730	Aug. 22 Aug. 29	Wages~Wage increases.
TRADE Loblaw Groceries, Regina, Saskatoon, Moose Jaw, Sask.	Retail Clerks Loc. 244 (AFL-CIO/CLC)	103	360	2,360	July 26	Wages, fringe benefits~

Figures in parentheses indicate the number of workers indirectly affected.

Technical Note to "G" Tables

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section contain data covering strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days.

The developments leading to work stoppages are often too complex to make it practicable to distinguish statistically between strikes on the one hand and lockouts on the other. However, a work stoppage that is clearly a lockout is not often encountered.

The data on workers involved include all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Where the number of workers involved varied in the course of the stoppage, the maximum number is used for monthly totals, but adjustments are made for changes reported in the number of workers involved in work stoppages extending over two or more months. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included in the data on workers involved. Their number, however, if any, is shown in parentheses for the major work stoppages listed in Table G-4. The data in parentheses are those reported at an early stage of the work stoppage, and they refer only to the plant or premises at which the stoppage occurred.

Duration of strikes and lockouts in man-days is calculated by multiplying the number of workers involved in each work stoppage by the number of working days the work stoppage was in progress. Where the number of workers involved varied significantly in the course of the stoppage, an appropriate adjustment is made in the calculation as far as this is practicable. The duration in man-days of all stoppages in a month or year is also shown as a percentage of estimated working time, based on the corresponding monthly figure or annual average figure for non-agricultural paid workers in Canada. The data on duration of work stoppages in man-days are provided to facilitate comparison of work stoppages in

terms of a common denominator; they are not intended as a measure of the loss of productive time to the economy. For convenience of expression, however, duration in man-days is on occasion referred to as "time loss" in reviews based on this series.

The data on the distribution of work stoppages by industry in Table G-2 follow the Standard Industrial Classification, D.B.S. (1960).

In Table G-3 work stoppages are classified according to jurisdiction, whether federal or provincial. This is done on the basis of the governmental agency that intervened in the dispute. Where there was no such intervention the classification is, wherever possible, on the basis of the agency that previously dealt with labour matters in the establishment involved.

Work stoppages involving 100 or more workers are listed in Table G-4, which shows in each instance the employer(s) and the location of the premises at which the work stoppage occurred, the union(s) directly involved or concerned in the dispute, number of workers involved, duration in man-days, starting date (the first day on which normal operations were affected) and termination date. For work stoppages that are terminated by mutual agreement, the termination date is usually the day on which work was resumed. Work stoppages that have not been resolved in this way are as a rule considered terminated, for statistical purposes, at the date by which it was established that two-thirds or more of the workers involved had either returned to work, or had found work with other employers, or had been replaced by new employees; or the date by which it was reported that the operations affected by the work stoppage would not be resumed. Also shown in Table G-4 are the major issues, as far as known, that led to work stoppage, and the result, i.e., the terms of settlement of major issues where a settlement was reached when the work stoppage terminated, or the circumstances in which the work stoppage came to an end.

While the methods used to obtain data on work stoppages preclude the likelihood of major omissions, it is not always possible, particularly on a preliminary basis, to obtain precise information in detail. Consequently the information in this section may not be accurate in all respects.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA, BY TYPE OF ACCIDENT AND INDUSTRY, DURING THE SECOND QUARTER OF 1963

(Preliminary)

Type of Accident	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Transportation, Storage and Communication	Public Utilities	Trade	Finance	Service	Unclassified	Total
Striking against or stepping on objects.....													
Struck by:													
(a) tools, machinery, cranes, etc.....		1			1	3	1		1				7
(b) moving vehicles.....	1					2					1		4
(c) other objects.....	1	8		6	4	8	1	1	1		4		34
Caught in, on or between machinery, vehicles, etc.....	4	1		6	5	3	3		1		1		24
Collisions, derailments, wrecks, etc.....	6	1			3	9	16		5		5		45
Falls and slips:													
(a) on same level.....		1	1	1	1	1			2		3		10
(b) to different levels.....	2	3	9		2	18	4	1		1			43
Conflagrations, temperature extremes and explosions.....		1		2	7	2	1		2		2		19
Inhalation, absorptions, asphyxiation and industrial diseases.....		2		12	10	3	1						28
Electric current.....	1			2	2	2	1	4			1		13
Over-exertion.....					1		1				1		3
Miscellaneous accidents.....											2		2
Total.....	15	18	10	29	36	51	29	6	14	1	23	....	232*

* Of this total 163 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 69 were obtained from other sources. The number of fatalities that occur during a quarter is usually greater than shown, as not all fatalities are reported in time for inclusion in the quarterly tables. Fatalities not recorded in the quarterly tables are included in the annual tables appearing in the May issue.

TABLE H-2—INDUSTRIAL FATALITIES, BY INDUSTRY AND PROVINCE, DURING THE SECOND QUARTER OF 1963

(Preliminary)

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon & N.W.T.	Total
Agriculture.....		1		1		8	1	4				15
Logging.....						5				13		18
Fishing and Trapping.....	3		7			10			6	7		10
Mining and Quarrying.....			3		2	16	3	1	2	5		29
Manufacturing.....	3	2	1	1	5	22	2		8	8		36
Construction.....	1		1	4								51
Transportation, Storage and Communication.....			1		4	11	4	1	4	4		29
Public Utilities.....			1			3		1	4	1		6
Trade.....					1	5	1	1	4	3		14
Finance.....												1
Service.....					5	6	3	1	3	5		23
Unclassified.....												
Total.....	7	3	14	6	19	87	14	9	27	46	232*

* See footnote to Table H-1.

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 Machine Shop Occupations (b & w)
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(Continued on page three of cover)

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George V. Haythorne, Deputy Minister

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Aid to Areas of High Winter Unemployment

Announce new program of assistance to supplement earlier one for 35 development areas. List of 45 areas that can qualify includes 14 development areas designated earlier, 31 new ones

The federal Government last month designated 45 areas that are eligible to receive special assistance under a new program to reduce heavy unemployment during the winter. This program supplements the economic or industrial development program applying to a total of 35 areas of high year-round unemployment and slow growth, announced jointly in September by the Minister of Industry and the Minister of Labour (L.G., Oct., p. 864).

The new program applies to areas with heavy winter unemployment and the list of eligible areas includes 14 that were among the 35 designated development areas announced in September.

The program, announced last month in the House of Commons by Hon. Allan J. MacEachen, Minister of Labour, provides for:

1. A supplementary federal winter construction program.
2. An additional federal contribution under the existing Municipal Winter Works Incentive Program (L.G., Sept., p. 770). The federal contribution in these areas, as in the 35 development areas, will be 60 per cent of direct payroll costs of approved winter works projects; elsewhere the contribution is 50 per cent.

"The purpose of the supplementary government construction program and the higher percentage for municipal works is to help alleviate the problem of high winter unemployment," the Minister said in his announcement. "The designation of areas for purposes of the area development program was not primarily concerned with high winter unemployment, but rather with areas of long-term unemployment and slow growth."

Based on NES Registrations

The areas eligible under the new program have been determined on the basis of registrations for employment at National Employment Service offices in this way: they are the areas in which the average ratio of NES registrations to the estimated number of paid workers has been in excess of 25 per cent in the three winter months—January, February and March—during the years 1961, 1962 and 1963.

The 35 development areas previously designated were determined on a different basis. Because assistance to this group of areas is primarily intended to stimulate year-round employment, NES applications during the summer months were used in the determination.

Among the provinces, Quebec has the largest number of the 45 areas with 15, and Manitoba has the smallest number, with one.

The 45 Areas

The 45 areas are:

Newfoundland—Grand Falls, St. John's, Corner Brook*.

Nova Scotia—Inverness*, Springhill*, Yarmouth, Amherst*, Bridgewater, New Glasgow*.

Prince Edward Island—Summerside, Charlottetown.

New Brunswick—Bathurst, Campbellton*, Newcastle, Woodstock*, Edmundston, Moncton.

Quebec—Gaspé, New Richmond, Chandler, Causapsal*, Matane*, Maniwaki, Rimouski, Mont Laurier*, La Malbaie*, Forestville, Sept-Îles, Rivière-du-Loup, Baie Comeau, Thetford Mines, Megantic, St. Georges, Chicoutimi, Dolbeau*, Jonquière*, Port Alfred*, Roberval, Alma.

Ontario—Sturgeon Falls, Bracebridge.

Manitoba—Dauphin.

British Columbia—Kelowna, Penticton, Vernon.

The area covered in each case is that served by the National Employment Service office in the places named.

Other Programs

The new program is the latest in a series of steps taken by the Government to combat unemployment, all of which are being administered by the Department of Labour.

Earlier programs included the older worker employment and training incentive (L.G., Sept., p. 791), the winter house building incentive (L.G., Oct., p. 862), the Municipal Winter Works Incentive Program (L.G., Sept., p. 770), and the establishment of a Manpower Consultative Service (page 999).

* These areas are included also in the list of designated development areas.

50 Years Ago This Month

Report of provincial Royal Commission on labour conditions in British Columbia is published. Parcel post is established

A report of an inquiry into labour conditions in British Columbia by a provincial Royal Commission was published in the LABOUR GAZETTE of November 1913.

An example of the statements made in the report: "Hosmer is prosperous. The miners are largely foreigners. It was testified that during January they sent to their home countries \$9,000, or 25 per cent of the payroll; in February, \$8,000; March, \$7,700; April, \$8,400, and May \$11,200. In addition to this they keep on deposit in the savings bank at Hosmer about 9 per cent of their earnings.

"They live in a state of rude plenty, but are contented with rather poor houses, and cannot always be prevented from taking their drinking water out of the creek into which they run their sewage."

One of the chief complaints the Commission heard "at all railway points" was about the payment of time checks by railway contractors. "The contractors on the Grand Trunk Pacific, moved by a desire to get rid of gamblers and illicit liquor dealers, adopted about a year ago a policy of not paying time checks except directly to the men in whose favour they were made out. This effectually prevented the time checks from being stolen or from being obtained from the men while intoxicated, but it also involved the difficulty that frequently a man would have to walk from 50 to 100 miles before reaching the contractors' headquarters, which was the only place where he could get his money.

"The consensus of opinion appears to be that if the time checks were negotiable it would be at any rate the lesser of the two evils, as merchants and others along the line would then be willing to cash them..."

10-Hour Day

At Prince Rupert, the Commission found that the city was paying 45 cents an hour for general labour for an eight-hour day. "On the other hand, in certain work which is being done by contract, such as heavy rock cuts, the contractors are paying 37½ cents an hour for labour and are working a ten-hour day. This figures out at \$3.75 a day paid by the contractors for ten hours and \$3.60 a day paid by the city for eight hours.

"There is considerable difference of opinion among the working men as to which

system they prefer, those who argue for the ten-hour day pointing out that weather conditions prevent steady employment and militate seriously against their total earnings during the year... It was further pointed out that the men who are willing to work the ten hours for the slightly increased wage are mostly men whose native language is not English..."

"At Ladner," the report said, "a good deal was heard about the fishing industry, which on the Fraser River has fallen largely into the hands of the Japanese. Peace is preserved between the Japanese and the whites by defining as far as possible the sections of the river in which each may fish..."

Most of the fishermen, it appeared, did not rely wholly on fishing to make a living; but apparently some did little else. "The ordinary white fisherman who works hard for a few weeks and spends his money quickly is inclined to attribute his poverty to the competition of the Oriental."

Mounted Police Pay Raise

An amendment to the Royal North West Mounted Police Act by which substantial increases in salaries and wages were granted was reported in the GAZETTE, and the old and new scales were given.

The pay of a commissioner was increased from \$3,000 to \$4,000 a year, and that of an assistant commissioner from \$2,000 to \$2,800; superintendents' salaries were increased from \$1,800 to \$2,200, and those of inspectors from \$1,400 to \$1,600. The pay of staff sergeants was raised from a range of \$1.75 to \$2 to a range of \$2 to \$2.50 a day. Constables had their pay raised to \$1.25 from \$1 a day; and buglers, under 18 years of age, got 75 cent a day instead of 50 cents. "Artisans and others specially employed" had to be content with the 75 cents a day they had been getting before.

Parcel Post

During the session at which the Mounted Police Act was amended, Parliament also, in the words of the GAZETTE's report, established a "parcel post... for the conveyance of parcels of all kinds, including farm and factory products. No parcel may exceed 11 lbs. in weight or be greater in size than 72 inches in length and girth combined."

NOTES OF CURRENT INTEREST

Minister Orders Vacation Pay Paid Direct to Seamen, Not SIU

Hon. Allan J. MacEachen, Minister of Labour, on October 7 revoked approval of vacation pay arrangements affecting the Seafarers' International Union of Canada and 42 Great Lakes shipping companies. He directed in effect that the vacation monies be paid by the employers directly to the seamen instead of to the SIU.

Under the Annual Vacations Act, provision in collective agreements for the granting of a vacation with pay may be approved by the Minister on joint application of the parties to the agreement. In such cases, the approved methods instead of those contained in the Act govern payment of vacation pay.

The Industrial Inquiry Commission on Disruption of Shipping (L.G., Sept., p. 775) disclosed that certain conditions laid down under the terms of the approval had not been met—specifically, a provision for setting up a joint board of trustees composed of representatives of the SIU and of the employers. Such a board was to have given the employers lists of employees receiving vacation pay and the amount each employee received.

The Minister's revocation of approval also affects employers transmitting vacation pay to the union who had not applied for his approval.

In the "Notice to Employers, Employees and Trade Unions in the Maritime Transportation Industry," the Minister directed that:

1. Each employer is no longer to pay vacation pay to the Central Fund, but is to hold such vacation pay for direct payment at the proper time to the employee, as is provided by the Annual Vacations Act.

2. The officers of the Seafarers' International Union of Canada are to return to each employer the vacation pay that was sent by that employer and which is being held in the Central Fund for the persons employed by that employer during the current shipping season and past shipping seasons.

3. In returning the vacation pay of employees to the employer for direct payment to the employee at the proper time, the union is to submit lists of employees and amounts of vacation pay due each. Where it is not possible to locate employees, payments shall be made to the Annual Vacations Pay Suspense Account as provided in Section 7 of the Regulations under the Annual Vacations Act. Each em-

ployer should carefully check such lists against his records in order to ensure that discrepancies may be corrected.

4. The Seafarers' International Union of Canada is also to send any balance remaining in the Central Fund being administered by trustees appointed by the union to the Minister of Labour for deposit in the Annual Vacations Pay Suspense Account.

UIC's James McGregor Elected To International Committee

James McGregor, Director of Unemployment Insurance for the Unemployment Insurance Commission, has become the first Canadian elected to a three-year term as vice-chairman of the unemployment insurance committee of the International Social Security Association. He is the only representative from North America on the executive of the Committee.

Mr. McGregor has been associated with the UIC in Canada since 1942, when he became supervisor of the insurance branch in Toronto. In 1946 he was made assistant chief claims officer at the Commission's



head office in Ottawa, where, with successive appointments, he has remained. In 1956 he became Director of Unemployment Insurance.

The ISSA, founded in 1927, represents 74 countries. It is affiliated with the International Labour Organization and embraces national social security institutions, social security and mutual benefit fund organizations, and government departments administering one or more branches of social insurance. Its objective is the development of social security and improvement of technical and administrative methods.

The ISSA's unemployment insurance committee is one of seven permanent technical committees.

William Sefton of Steelworkers Dies on Organizing Trip in West

William Henry Sefton, a staff member of the United Steelworkers in Toronto and brother of Larry Sefton, Director of District 6 of the Steelworkers, died on October 27 at Langenburg, Sask., while on an organizing trip to the mining and refining operations at Yarbo, a potash mining district 140 miles east of Regina. He was 48 years old.

Mr. Sefton, who joined the staff of the United Steelworkers in 1942, was the first secretary-treasurer of the Ontario Federation of Labour when it was affiliated with the former Canadian Congress of Labour. For many years chairman of the political action committee of the Toronto and District Labour Council, he played an active part in the Ontario section of the Co-operative Commonwealth Federation, and as secretary of the Ontario New Democratic Party.

CLC Appointment

A. L. Hepworth, formerly program director of the Overseas Institute of Canada, has been appointed Assistant Director of the Legislative and Government Employees Department of the Canadian Labour Congress.

Mr. Hepworth became a member of the Canadian Brotherhood of Railway Transport and General Workers in 1935, and held various offices in his local union. In 1945, he became executive assistant of the national union, and in 1953 he was appointed its director of education. He was a member of the executive board of the All-Canadian Congress of Labour in 1938-39; a delegate to the Montreal Labour Council; president of the Ottawa, Hull and District Labour Council; and secretary of the CCL national committee on education.

ILO Assignment

Jean Philip of St. Laurent, Que., Education Director, Quebec Region, Textile Workers' Union of America, has taken up a six-month assignment for the International Labour Office. He will serve as workers' education expert in Algeria.

CBRT Quits Non-Op Rail Unions' Joint Negotiating Committee

The Canadian Brotherhood of Railway, Transport and General Workers last month cut its ties with 14 other unions with whom it had formed the Joint Negotiating Committee for the non-operating employees of Canada's major railways. New contract negotiations between these railway unions and the railways opened November 1.

William J. Smith, President of the CBRT, reportedly wanted one group of employees that is represented by his union to be excluded from the joint national negotiations. He requested that the CBRT be allowed to negotiate separately for its members—about 1,000 strong—who are in the CNR dining, sleeping and parlour car service, so that contract rules applying to this group could be revised.

Mr. Smith said the revisions were necessary in view of important changes in railroad operations, and that the agreement covering this group had not been brought up to date since 1948.

Frank Hall, Chairman of the Joint Negotiating Committee, said he regretted the CBRT decision, but believed it was impossible to allow one group of one union to be negotiated for separately from the joint national negotiations.

The CBRT, which represents some 21,000 employees in the CNR system and has a total membership in Canada of more than 34,000, will now negotiate on its own behalf.

United Shoe Workers Affiliate With Canadian Labour Congress

The United Shoe Workers of America (AFL-CIO) has been accepted as an affiliate of the Canadian Labour Congress. The affiliation was approved by the CLC Executive Council at a meeting last month.

The union has membership in Galt and London, Ont. The 1963 edition of the Department's annual publication, *Labour Organizations in Canada*, places its membership in Canada at 200.

National Productivity Council Issues Second Annual Report

"A cornerstone has been laid, it can be said, in the foundation of a new spirit of consultation between Canadian labour and management at the national, provincial and local levels and at the industry and plant levels." So states the *Second Annual Report, 1962-1963* of the National Productivity Council, issued last month, in a chapter entitled "Labour-Management Relations."

The 92-page report, which has "A Year of Advance" as its theme, consists of two parts. Part I deals with organization and operation of the Council, and Part II with its programs and activities. Other chapter headings are provincial and local councils, Mission to Europe, work study and management techniques, training and retraining, applied research, and economic studies.

In the belief that good labour-management relations are "one of the most important routes to greater productivity and economic growth," the Council has promoted this concept by fostering joint labour-management consultation—through the extension of the labour-management in-plant committee system and through labour-management seminars.

The Council had determined at an early stage that a "serious gap in communications" existed between labour and management, states the report. "The two groups rarely come together for discussions away from the collective bargaining table. Management and labour representatives rarely participated in joint conferences. Management leaders seldom were seen or heard at labour conferences and it was even more rare for labour leaders to be invited to attend and participate in management conferences."

The Council proceeded to try to improve this situation, by bringing labour and management together through more in-plant committees, labour-management conferences, and seminars. In joint efforts with the Labour-Management Co-operation Service of the Department of Labour, the Council has encouraged the establishment of in-plant labour-management co-operation committees in more plants and industries.

(Some 1,700 committees had already been established through the work of the Department. The Department also conducted conferences for the discussion of labour-management problems at Winnipeg, Cornwall, Kitchener, London and Ville La Salle, at which the establishment of further in-plant committees and other matters relating to labour-management relations were discussed by labour, management and government representatives.)

The Council sponsored conferences, discussions and seminars at the national, provincial and local levels. Joint labour-management seminars were held at Kingston, Halifax, Saskatoon and Montreal. At the industry level, as a result of the successful national seminars, a two-day labour-management seminar was instituted by W. N. Hall, President of Dominion Tar and Chemical Co. Limited (Domtar) (L.G., Feb., p. 110). A similar seminar was held at the E. B. Eddy Co. plant in Hull, Que., in February 1963.

In addition to the provincial councils established in eight provinces, as announced in the first annual report (L.G., Nov. 1962, p. 1263), the early establishment of councils in the two remaining provinces, Newfoundland and British Columbia, is under discussion. Local councils have been formed in five centres and many others are in the discussion stage. The provincial and local councils are assisted by regional offices of the National Productivity Council.

Describing the Council's activity in the promotion of work study and management techniques, the report briefly defines work study as follows: "work study is the systematic, objective, and critical examination of all factors governing the operational efficiency of any specified activity in order to effect improvement." It then states that the three elements in this examination are method study, work measurement, and human relations.

The Work Study program under the Council's Sub-Committee on Work Study and Management Techniques and the National Work Study Director has made rapid progress during the past year, the report states. The program is operating at the national, regional, industrial and plant levels "throughout Canada" in two phases: first, the promotion of work study, and second, the application of work study.

The Council has also stressed the importance of training and retraining during the past year, in view of technological changes in industry. Through its Sub-Committee on Training and Retraining, it has fostered the use of such programs in industry. The Council also promoted new training programs developed by the Small Business Branch of the Department of Trade and Commerce.

The Sub-Committee on Applied Research has under way an intensive program of study to determine the state of applied research and development in Canada. Three studies of specific industries—electronics, minerals, and primary iron and steel—have been completed and published

during the past year. The results of the studies "confirm the Council's belief in the importance of industrial research to the national economy."

In April 1962, the Council appointed a Special Committee, which it directed "to enquire into and report upon broadening the terms of reference of the Council to engage in economic studies, the nature and extent of the economic studies proposed, and the establishment of a national forum," the report states. Implementation of the Special Committee's recommendations on these matters have been held in abeyance, however, pending the establishment of the new Economic Council of Canada.

'Get All the Education You Can' CCA President Advises Youth

"The majority of the unemployed today are the unskilled . . . The prospects for the well-educated and the highly skilled, on the other hand, are quite bright . . . The federal Department of Labour estimates that each year of high school adds \$238 a year to an income. High school graduates will earn \$42,000 more during their lifetime than grade school graduates."

Speaking at a meeting last month of the Saint John Builders' Exchange, Thomas A. Somerville, President of the Canadian Construction Association, thus advised young people to get as much education as possible.

He pointed out that at the end of the war, in 1945, some 70 per cent of the available jobs were unskilled ones. "Today, the unskilled jobs account for only 30 per cent and we expect in the next 10 years or so to see them make up only 10 per cent," he stated.

Mr. Somerville also urged the construction industry to promote apprenticeship training, as many opportunities for the young exist in construction and many training facilities are now provided.

Credit Unions Increase in Number and Membership

There was a net gain of 102 in the number of credit unions in Canada in 1962, according to *Credit Unions in Canada, 1962*, published by the Economics Division, Canada Department of Agriculture. Chartered credit unions now total 4,784.

The 4,431 credit unions who provided membership figures reported a total of 2,906,902 members, an increase of about 6 per cent over the 1961 membership of 2,740,251.

Assets of the reporting credit unions rose from \$1.509 million in 1961 to \$1.666 million in 1962.

Old Age Assistance Recipients Increase During Third Quarter

The number of persons in Canada receiving assistance under the Old Age Assistance Act, and the number receiving disabled persons' allowances both increased in the third quarter this year. The number receiving blind persons' allowances decreased during the quarter.

Old Age Assistance—The number of persons in Canada receiving assistance under the Old Age Assistance Act increased from 103,310 at June 30 to 103,890 at September 30, 1963.

The federal Government's contributions under the federal-provincial scheme totalled \$9,513,803.30 for the quarter, compared with \$9,480,718.04 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$308,038,-140.37.

At September 30, the average monthly assistance in the provinces ranged from \$58.73 to \$62.93. In all provinces and the Territories the maximum assistance paid was \$65 a month.

Disabled Persons' Allowances—The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 50,712 at June 30 to 50,900 at September 30.

The federal Government's contributions under the federal-provincial scheme totalled \$4,884,548.47 for the quarter, compared with \$4,885,423.65 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$117,948,-505.91.

At September 30, the average monthly allowance in the provinces ranged from \$63.34 to \$64.60. In all provinces and the Territories the maximum allowance paid was \$65 a month.

Blind Persons' Allowances—The number of blind persons in Canada receiving allowances under the Blind Persons Act decreased from 8,595 at June 30 to 8,582 at September 30.

The federal Government's contributions under the federal-provincial scheme totalled \$1,210,365.78 for the quarter, compared with \$1,215,983.96 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$42,993,859.25.

At September 30, the average monthly allowance in the provinces ranged from \$58.73 to \$63.75. In all provinces and the Territories the maximum allowance paid was \$65 a month.

Deputy Ministers' Conference on Manpower Development and Training

First such meeting in many years held to discuss problems in developing Canada's manpower resources, training programs now in effect, current status of federal-provincial programs

The first meeting of its kind in many years, provincial Deputy Ministers of Labour and of Education met last month with the federal Deputy Minister of Labour and federal Department of Labour officials to discuss problems in the development of Canada's manpower resources, present and future manpower development and training programs, and the current status of the programs.

Known as the Federal-Provincial Deputy Ministers' Conference on Manpower Development and Training, the meeting was held on September 30 and October 1. Dr. George V. Haythorne, federal Deputy Minister of Labour, presided. Hon. Allan J. MacEachen, Minister of Labour, greeted the conference delegates.

Delegates proposed that standards of achievement in the various training programs be recognized across Canada to facilitate articulation or movement of graduates from one program to another; the apprenticeship period be shortened by giving more of the training in vocational high schools; a central agency be established or the Department of Labour designated to co-ordinate research; and that a follow-up of graduates from training programs be undertaken. A school for administrators of technical and vocational training programs was proposed by C. R. Ford, Director, Technical and Vocational Training Branch, federal Department of Labour.

Delegates received a brief report of a review team on scientific and technical personnel sponsored by the Organization for Economic Co-operation and Development (L.G., Oct. p. 865). They also discussed and reviewed a wide range of subjects concerning manpower development and training in Canada: objectives, changing needs and issues; existing training program areas, including training of the unemployed; and factors in the implementation and co-ordination of manpower development and training programs under the federal-provincial assistance agreements.

OECD Report

A brief report on OECD investigations into professional manpower requirements and corresponding educational needs for achieving and continuing technological

Deputy Ministers of Education attending the Federal-Provincial Deputy Ministers' Conference on Manpower Development and Training were: B. Scott Bateman, Manitoba; J. F. K. English, British Columbia; P. J. Hanley, Newfoundland; R. F. Harvey, Saskatchewan; F. E. MacDiarmid, New Brunswick; Malcolm MacKenzie, Prince Edward Island; H. P. Moffat, Nova Scotia; William R. Stewart, Ontario; and W. H. Swift, Alberta.

Deputy Ministers of Labour attending were: R. E. Anderson, Nova Scotia; N. D. Cochrane, Manitoba; G. G. Duclos, New Brunswick; H. S. Elkin, Saskatchewan; James B. Metzler, Ontario; and K. A. Pugh, Alberta.

J. L. Pagé, Deputy Minister of Youth, Quebec, also attended.

innovations and scientific progress, and on the Organization's recent survey team's work in assessing Canadian conditions in this context, was given by two members of the team. They were George L. Payne of the OECD Scientific Directorate and Roger Grégoire, Council of State, France.

The necessity for manpower development was underlined by the fact that the OECD had planned or hoped for a 50-per cent productivity increase by 1970 for the member countries in total. To achieve such growth requires technical innovations and technological progress, as well as scientific research. All this "makes extraordinary demands" on education systems, said Mr. Payne.

Mr. Grégoire said the team had found important developments taking place in technical education in Canada. He underlined the necessity of good liaison between education and the economy—pointing out that it is necessary to make certain that industry is getting the type of people it needs.

Dr. W. R. Dymond

A discussion of objectives, changing needs and issues in manpower development and training in Canada followed the presentation of a paper by Dr. W. R. Dymond, federal Assistant Deputy Minister of Labour.

In connection with training, among the factors he pointed out was the need to

distinguish between the requirements of the economy and those of the individual; these were not always identical and at times require reconciliation, he said.

He stressed the importance of education in today's rapidly moving technological world. "The quantity and quality of trained and educated manpower resources are as important a factor in Canadian economic development and growth as are material and capital resources," Dr. Dymond asserted.

He emphasized that education should be basic and not just preparation of an individual for "the first job," as the nature of his jobs would change several times throughout his lifetime. Education and training should not be restricted to youth, he stressed, but should include also those already in the labour force. Basic credits from the various programs should be transferable from one education and training program to another.

In referring to apprenticeship, Dr. Dymond pointed out that there is a great divergence of opinion concerning it, that some improvements or changes in it are necessary, and that it could be integrated more closely with other forms of training.

He also stressed the necessity of research for the shaping of policies and programs, and that better ways must be developed for communicating the research findings.

Training Programs

C. R. Ford, Director, Technical and Vocational Training Branch, federal Department of Labour, introduced a review of existing training program areas, specifically, adult training, high school technical and vocational training, and post-high-school technical training.

He emphasized that adults form a very large group from the training standpoint, and that the need for their training and retraining would continue to exist as long as technological change takes place.

Training of Unemployed

Training of the unemployed under Program 5 of the federal-provincial agreements covered some 38,000 persons last year. About 5,000 more were referred to private trade or commercial schools by the National Employment Service. The total should be doubled, to some 70,000, for the current year, according to R. H. MacCuish, Assistant Director, Technical and Vocational Training Branch.

He stressed the importance of the Basic Training for Skill Development courses in the federal-provincial assistance programs, and reported that about 10,000 unemployed persons last year took these courses to upgrade themselves in general education.

Training in Industry

The subject of training in industry was introduced by Mr. MacCuish. He emphasized that it was better to train a person—upgrade or retrain him—before he lost his job, rather than afterwards, and that such training should be broadened. He mentioned the "Leaside" program of training by industry (L.G., Feb., p. 108).

Apprenticeship

The topic of apprenticeship training was opened for discussion by William Hurd, Technical and Vocational Training Branch. He showed the validity of apprenticeship training by pointing out that the principle was also being widely applied in other fields: it was used in accountancy and nursing, and the co-operative training as practised at Waterloo University, for example, was another application of the principle. He believed that more thought should be given to integrating the purposes of apprenticeship and vocational high school training.

High School Programs

High school technical and vocational training programs as a discussion subject were introduced by D. C. Dickson, Technical and Vocational Training Branch. He pointed out that Program 1—Vocational High School Training—in the federal-provincial programs was no longer on the "old basis of half a day a week," although many employers still thought of it that way. It now calls for more intensified training, he said.

Post-High-School Programs

Initiating the subject of post-high-school technical training, G. F. Vail, Technical and Vocational Training Branch, referred to statements in the Report of the Ontario Select Committee on Manpower Training that stressed the importance of technician training in Canada.

He reported that, at the end of 1962, there were about 12,000 full-time students taking training in one- to four-year post-high-school technical courses in Canada, an increase of 4.1 per cent over the 1961 figure. About 3,000 of these graduated in 1963. It is estimated that, in 1966, the output of technician-trained graduates from the institutes of technology will total about 4,000.

"Our most urgent need in post-secondary technical education across Canada today is for the development of co-operative training schemes between industry and institutes of technology," he said.

Co-ordination of Programs

Under the subject of the implementation and co-ordination of manpower development and training programs, Mr. Ford dealt with the problem of staffing. To staff the training facilities under three of the federal-provincial programs, which together provide some 140,000 student places, requires about 5,000 teachers, 250 principals and 500 shop directors.

He then outlined current progress in training technical and vocational staff, and emphasized the shortage of administrators for the new programs.

Mr. Ford recommended that Training Programs for administrators be established.

Research

The research aspect of implementing and co-ordinating programs was outlined by Dr. P. H. Casselman, Chief, Manpower Resources Division, Economics and Research Branch, federal Department of Labour. He stressed that research should be conducted objectively, and showed how it can be used to advantage—and should be used—as a fundamental part of practically every phase of manpower development and training.

Dr. Casselman described the major steps involved in a well-balanced research program, and dealt with the major areas requiring research in order to provide information for determining and implementing manpower and training policies.

To facilitate articulation between programs, to promote a student's movement or advancement from one program to another, Mr. MacCuish and others recommended that standards of achievement be recognized in the various programs across the country. As to discussion of actual standards, it was announced at the Conference that the subject would be taken up at a meeting of principals of institutes of technology and of directors of technical and vocational education, to be held later in the month (see following story).

Almost 17 per cent of all Canadian industrial establishments reported some organized training programs in the year ended May 31. The incidence was 8 per cent in establishments employing 15 to 50 persons and 25 per cent in those employing more than 50, according to a survey conducted jointly by the Department of Labour and the Dominion Bureau of Statistics.

Out of almost 2,000 establishments reporting organized training programs, 66 per cent had apprenticeship training programs, 36 per cent had other programs at the skilled tradesman level, 30 per cent at the first-line supervisor level, and 18 per cent at the technician level.

There were more than 12,000 apprentices in training in the 12 months ended May 31. Additionally, there were 18,000 other trainees at the skilled tradesman level, 7,000 at the technician level, and 13,000 at the first-line supervisor level.

Discussion

In the discussion following the introduction of the various agenda subjects, delegates brought out numerous points, of which a few were:

—To help shorten the apprenticeship period, more of the training should be given in schools, especially vocational high schools.

—In training for the unemployed, with a few special exceptions, there were generally no waiting lists in most areas of Canada.

—For the success of training programs and for securing the co-operation of industry, initiative at the local level was important and necessary, said W. R. Stewart, Ontario Deputy Minister of Education.

—If local needs in the training of unemployed could not be identified, then the Basic Training for Skill Development course should be given, it was suggested by Dr. Dymond.

—Overlapping of courses could be avoided, for example, by designating certain training as pre-apprentice training, credit for which would shorten a student's apprenticeship period, suggested K. A. Pugh, Alberta Deputy Minister of Labour.

—That the federal Department of Labour co-ordinate the research of the provincial Departments of Education and of Labour was proposed by Dr. J. F. K. English, Deputy Minister and Superintendent of Education, British Columbia.

—A follow-up on graduates of all training programs was suggested by Joseph L. Pagé, Deputy Minister, Quebec Department of Youth.

—Financial assistance in the form of bursaries and grants for students who need it can be provided through the federal-provincial programs, Dr. Haythorne pointed out. Assistance is available also for extending a teacher's training.

First National Conference of Institute of Technology Administrators

Conference participants propose the designation "Diploma of Technology" to identify graduates of institutes of technology and recommend that it be given recognition all across Canada

In the first conference of its type, principals of institutes of technology from across Canada and administrators of provincial programs of technical and vocational education met on October 16 and 17 in Ottawa with the Director and staff of the Technical and Vocational Training Branch, federal Department of Labour.

The delegates were welcomed by Dr. George V. Haythorne, Deputy Minister of Labour. Dr. C. R. Ford, Director, Technical and Vocational Training Branch, Department of Labour, presided over the sessions. Dr. G. Fred McNally, Chairman of the National Technical and Vocational Training Advisory Council and former Chancellor of the University of Alberta, also attended.

As a result of their discussion of a wide range of topics associated with the institute of technology area of education and training—or education of technicians at the post-high-school level—the conference participants unanimously recommended that the level of achievement or the qualification obtained by a graduate of an institute of technology should be designated by a "Diploma of Technology," and that such diploma should be recognized across Canada.

The letters "D.T.," for "Diploma of Technology," or the abbreviation "Dip. T." should be used after a graduate's name as the standard abbreviations to indicate the achievement or qualification and should be recognized in all areas of Canada, they recommended.

To help create a better understanding by the general public and others of what institute of technology education and training really mean, the delegates tentatively drafted two brief statements expressing the philosophy and purpose behind such training.

After assessing the day-release system and other methods used for further technical training of those already employed, delegates concluded that the block-release system was often preferable to day release, but agreed that this entire subject required further attention.

Other conclusions reached at the meeting were that:

—The increased use of correspondence courses as an aid in technological training for those not able to attend classes should be investigated, and the availability of government correspondence courses should be publicized more widely.

—More publicity, and of the right kind, is required to make technological education better understood by society, and the production of an informative, authentic film for this purpose should be undertaken.

Among additional topics discussed by the delegates were: curriculum development; the exchange of information between institutes of technology; research requirements; scholarships and bursaries; training through extension, day release, "sandwich" (co-operative) and correspondence courses; the need for Canadian textbooks for institutes of technology; and new subjects for inclusion in technological curricula.

Further discussions dealt with the value of joint conferences between personnel from industry and from institutes of technology, the value of advisory committees, and the requirements of instructional staff.

Dr. C. R. Ford

There are now 39 institutes of technology across Canada, the number will reach 40 during the next year, and many more are foreseen for the years to come, Dr. Ford stated.

He again emphasized the necessity of national recognition of achievement in the technological training field as in other education areas, and also pointed out that the federal Government and the Technical and Vocational Training Branch were interested in and concerned with the training and maintenance of a competent Canadian labour force as a whole, and not with the operation of schools as such.

A report by the Technical and Vocational Training Branch on the present status of technological education across Canada estimated that by 1966 the output of "technician trained" graduates from institutes of technology would be about 4,000. The report pointed out that graduates in

such courses as merchandising, fashion design, commercial art and secretarial science were not being classified as technician trained.

"The requirement ratio of semi-professionals to professionals is an ever-increasing one," the report stated, in comparing the approximately 6,600 students who graduated from the science-based faculties at Canadian universities in 1963 with the number of technological graduates or technicians given above. Usually, one or more technicians are required for every engineering or science-based university graduate.

Designation of Qualification

Much discussion centred on the designation to be given qualification obtained in this type of training (it was brought out that it involved both "education and training"), and on the point that a selected designation should be nationally recognized. It was not a question of "certification," pointed out Dr. Ford, but some standard method should be adopted to identify the qualification obtained under this type of training. (For details of technician or technological training, see also "National Advisory Committee on Technological Education," p. 208, March issue.)

The delegates voted unanimously to adopt a "Diploma of Technology" as the Canada-wide standard to designate the achievement or qualification obtained by a student graduating from an institute of technology. They further adopted the letters "D.T." (standing for Diploma of Technology) and, as an alternative acceptable choice, the abbreviation "Dip. T." for use after a graduate's name to indicate the achievement or qualification.

Purpose and Philosophy

The delegates also adopted two tentative brief statements to set forth the philosophy and purpose respectively of technical training or technological education (see boxes). The statements are intended to help create

Philosophy Behind Technological Education

That a form of education is required which assists a person in the acquirement of the ability to perform scientific and/or engineering tasks of a specialized non-professional nature, which, in their execution, require an intensive application of a comprehensive knowledge of the mathematics, science, systematized procedures and techniques related to the particular specialty.

—First National Conference of Institute of Technology Administrators

Purpose of Technological Education

Education for technician training at the post-high-school level should be such as to develop the ability to apply engineering, scientific, business, or professional concepts to trade, industrial, business, or professional techniques and practices in the chosen field. It must not be so narrow that it prohibits reasonable understanding of concepts nor so broad that it forfeits the ability to transact in specific terms on a practical basis.

This requires a balance between the theoretical and practical portions of the training and presupposes the length of course to be completely adequate to provide the required foundation for the chosen career.

—First National Conference of Institute of Technology Administrators

a much better understanding, by parents, prospective students, the general public and others, of what institute of technology training at the post-high-school level really is and what it sets out to accomplish.

Development of Curricula

In a discussion on the development of curricula, it was pointed out that an institute of technology student must be given training on a broader base than that given to a specialized industry-trained technician. It was also suggested that, even if the first year of instruction was the same for all or a number of courses in an institute, the student should have some laboratory or shop training during that year in the subject of his choice.

On the standardization of curricula within a province, it was shown that the 11 institutes of technology in Quebec use the same instruction program for the respective courses.

In discussing the exchange of curriculum and other information among the institutes across Canada—many of which are plowing new ground in their areas—delegates concluded that it should be a direct exchange, and be on a voluntary basis. It was shown that there already was such an interchange of information in many cases.

Exploring additional avenues to provide technical training for those already employed, the delegates discussed the strong and weak points of the various systems in use.

Some institutes of technology provide excellent night courses that lead to credits equivalent to those of the day courses, but it was pointed out that it was often very difficult for students, and took them too

long, to follow through with such a program. Some delegates were convinced, however, that, as night school students are usually more mature, they could assimilate the instruction in fewer periods than could their day school counterparts.

The day-release system did not fit the requirements of industry in many cases, delegates reported, and the institutes and some other schools are attempting to meet this problem by arranging semesters that favour a block-release system instead. For example, a 10-month course may be divided into two definite five-month parts, and a student who is already employed can leave his work for five months to attend school, return to work, and in the following year take the second five months of the course. This results in less disruption in a plant's working schedule, and favours more concentrated and continuous study. The type of release system to be applied must rely chiefly on the nature of industry in the area, it was pointed out.

Other Discussions

On the subject of correspondence courses as an aid in technological training, delegates agreed that this was a field requiring further attention and, particularly, that greater efforts should be made in publicizing the courses that are already available, and at reasonable rates, from the provincial departments of education. Delegates were given a Department of Labour booklet, *Canadian Technical & Vocational Correspondence Courses*, which lists courses available through the provincial governments.

More publicity is required to explain institute of technology training to the public, and to make better known the efforts of educational systems in general, it was suggested at the conference. Delegates recommended exploration of the possibilities

of producing an authentic, informative film on technological training, for showing to the general public and others. This had to be done properly, it was stressed, or it could do more harm than good. The object, it was believed, should be information of the public, and not recruitment of students *per se*.

Additional fields that might be covered in regular courses of study in institutes of technology were explored by the delegates, who were aware that even the existing courses need continually to be brought up to date to keep pace with technological developments.

Some of the additional fields discussed were work (time and motion) study, industrial production study, instrumentation and automatic control systems, nuclear technology, data processing, and industrial design. It was mentioned that some of the older institutes are already offering such courses or their equivalents.

The value of symposia—meetings in which representatives from industry and from one or more institutes discuss common training problems and requirements—was emphasized at the conference. A symposium conducted at Ryerson Institute of Technology in Toronto was cited as a successful example.

Much of the credit for the success of the institutes and their programs should accrue to the many advisory committees who assist on the local and provincial levels, delegates emphasized and went on record in stating so. In numerous cases, business and professional people were giving their advisory services free of charge.

It was suggested that a similar meeting be held about a year hence, and Dr. Ford announced that an invitation had been received from the Southern Alberta Institute of Technology, Calgary, to hold the next conference there.

Ministers of Education Urge More Federal Aid for Vocational Schools

The Standing Committee of Ministers of Education of the Canadian Education Association, meeting in Quebec City during the Association's annual convention, adopted two resolutions dealing with technical and vocational training.

One resolution asked for a "more adequate system of financing" educational programs that receive federal subsidies, either by means of arrangements for sharing sources of revenue between the federal and provincial governments, or through grants

of a more general nature than those provided under the present federal-provincial agreements.

The second resolution urged that during the life of the current Technical and Vocational Training Agreement, provision be made for a "substantial increase" in support of the schools that resulted from the encouragement given by the "generous" capital grants under the Agreement, and in support of the operation of vocational high schools.

Legislation Dealing with Apprenticeship and Trade Training Enacted in 1963

P.E.I. enacts Apprenticeship and Tradesmen's Qualification Act; B.C. provides for compulsory certification of tradesmen

During the 1963 sessions, several provinces enacted legislation to promote the training of more skilled workers.

Prince Edward Island passed the Apprenticeship and Tradesmen's Qualification Act, which is patterned after other provincial acts of the same name. British Columbia amended its Apprenticeship and Tradesmen's Qualification Act to provide for the compulsory certification of tradesmen. An amendment to the Ontario Apprenticeship Act repealed the age limit for apprenticeship. A minor amendment to the Apprenticeship Act was adopted in Manitoba.

Prince Edward Island

Prince Edward Island enacted the Apprenticeship and Tradesmen's Qualification Act, replacing the Apprenticeship Act of 1944, which was largely inoperative.

The new Act, which is similar to other provincial acts of the same name, provides for the training of apprentices and the voluntary certification of tradesmen.

An officer of the Department of Labour with the title of Director of Apprenticeship and Tradesmen's Qualification is responsible, under the Minister, for the administration of the legislation and for the supervision of all apprenticeship plans.

As in most other jurisdictions, an Advisory Board whose members will include an official of the Department of Labour, an official of the Department of Education and an equal number of employer and employee representatives is to be appointed with authority to designate trades as suitable for apprenticeship and to approve apprenticeship plans and contracts of apprenticeship.

To permit greater flexibility, the Lieutenant Governor in Council may, on the recommendation of the Board and the Director and with the approval of the Minister, limit the application of the Act or regulations to a specified area. A similar provision is contained in the Newfoundland and Nova Scotia acts.

Once a plan of apprenticeship training has been declared to apply to a particular trade or in a specified area, no person may enter into a contract of apprenticeship in that trade or area except in accordance with the legislation. An employer who hires a

person eligible for apprenticeship is required to notify the Director, who, in turn, must inform the employee of his rights.

As well as providing for individual contracts of apprenticeship, the Act permits apprenticeship to be carried on under a collective agreement between an employer and a trade union or under a private industrial program, provided the plan has been approved by the Director, after consultation with the Apprenticeship Board.

Except for setting a minimum age of 16, the Act lays down no qualifications for apprentices, leaving such matters as examinations, certificates and allowances to be dealt with by regulation.

As in most jurisdictions, provision is made for the voluntary certification of tradesmen already engaged in the designated trades.

The Board is authorized to establish an advisory and examining committee in respect of any trade. Such a committee is to be composed of at least three persons, with an equal number of employee and employer representatives and an impartial chairman. The functions of an advisory and examining committee are to prescribe and conduct examinations for certificates of proficiency in a trade.

Provision is also made for issuing certificates of proficiency, with or without examination, to persons who have qualified in other jurisdictions. Tradesmen holding a valid certificate of proficiency may not be required to take an examination in order to obtain a licence required under a municipal by-law.

British Columbia

Amendments to the British Columbia Apprenticeship and Tradesmen's Qualification Act deleted all references to age, removed the two-year restriction on contracts of apprenticeship and provided for the compulsory certification of tradesmen.

When introducing the new legislation, the Minister of Labour said that the purpose was to "increase the skills of B.C.'s labour force through a greatly expanded apprenticeship program, as well as to provide greater assurance to the public that the tradesmen employed throughout the province are competent and well-qualified."

The provisions forbidding the employment of minors under the age of 15 in a designated trade and prohibiting the employment of minors 15 years and over except under a contract of apprenticeship have been replaced. The Act now states that no person may be employed in a designated trade unless under a contract of apprenticeship or unless he holds a current certificate of apprenticeship or a current certificate of proficiency in the trade.

The Minister said he did not expect that the removal of the minimum age limit would materially affect the number of persons entering into contracts of apprenticeship but it would make it possible for boys under 15 years who were uninterested in school subjects but who had an aptitude for a trade to work under a contract of apprenticeship.

The Minister pointed out also that the former policy of restricting apprenticeship training programs to persons between the ages of 15 and 21 years had been inconsistent with the basic principle of the Act, which was to train persons to meet future requirements for skilled tradesmen.

The Act, as before, recognizes that there are many persons over 21 years employed in the designated trades who are fully qualified even though they have not served under a formal contract of apprenticeship or have not received training in vocational or technical schools. It again gives the Minister of Labour discretionary authority to grant permits authorizing such persons to continue in the trade without entering into a contract of apprenticeship or taking the examinations necessary to qualify for a certificate of proficiency.

Formerly, the minimum term of apprenticeship was two years unless a shorter period was approved by the Minister on the recommendation of the Provincial Apprenticeship Committee. This restriction has been removed, because it was felt that there were many trades such as baker, bartender, butcher, cook, to name a few, that do not require a two-year training period.

More than 2,500,000 Japanese workers are now covered by the country's minimum wage law, the Japanese Labour Ministry reports.

The minimum wage law is aimed primarily at small industries, which employ a labour force totalling about 10,000,000 workers.

When minimum wage legislation was first introduced, the Government's target was 25-per-cent coverage of small industries. The target was reached six months ahead of schedule.

The system of voluntary certification now in effect in the refrigeration, radio, television and electronics and the automobile mechanics trades, which the Minister said had proved disappointing, is to be replaced by a compulsory system, which is to be introduced gradually.

The Lieutenant Governor in Council is given discretionary power to make regulations requiring all persons employed in a designated trade or in a specified area to hold certificates of proficiency, except registered apprentices, persons employed for a probationary period or persons with special permits from the Minister. Regulations providing for the registration of employers and self-employed persons engaged in the designated trades are also authorized.

Ontario

In Ontario, an amendment to the Apprenticeship Act removed the age limit of 21 years for persons desiring to become apprentices in any of the designated trades.

The change had been recommended by the Royal Commission on Labour-Management Relations in the Construction Industry and by the Select Committee on Manpower Training. When introducing the amendment, the Minister of Labour said:

...It is my expectation that this amendment will encourage young men who have attained the age of 21 years and have not had training at a skilled trade to reassess their opportunities and undertake to learn a trade. As long as the upper age limit was in effect many young men could not avail themselves of the training which is being offered under the apprenticeship system.

Manitoba

The Manitoba Apprenticeship Act was amended to provide for the appointment of alternate members of the Provincial Apprenticeship Board and a vice-chairman so that the Board may have meetings at regular intervals. The Board will continue to have an equal number of employer and employee representatives and two members representing the Department of Labour and the Department of Education.

THE UNIVERSAL DECLARATION OF Human Rights

recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world.

Disregard and contempt for human rights have resulted in barbarous acts which have outraged the conscience of mankind and

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Member States have pledged themselves to achieve, in co-operation with the United Nations, the promotion of universal respect for and observance of human rights and fundamental freedoms.



DÉCLARATION UNIVERSELLE DES Droits DE L'Homme

que la reconnaissance de la dignité inhérente à tous les membres de la famille humaine et de leurs droits égaux constitue le fondement de la liberté, de la justice et de la

que la méconnaissance et le mépris des droits de l'homme ont conduit à des actes de barbarie qui révoltent la conscience de l'humanité et que l'adoption d'un monde où les hommes jouissent de la liberté de pensée, de conscience, de religion, de

droits des hommes et des femmes, et qu'il est nécessaire de favoriser le progrès social et d'instaurer des conditions de vie dans une liberté plus grande.

que les Etats Membres se sont engagés à coopération avec l'Organisation des Nations Unies, le respect universel des droits de l'homme et des libertés fondamentales,

qu'une reconnaissance de ces droits est essentielle à la paix, à la justice, au bien-être et à la liberté de tous les hommes.

DECLARACION UNIVERSAL DE Derechos del Hombre

que la libertad, la justicia y la paz en el mundo tienen por base el reconocimiento de la dignidad intrínseca y de los derechos inalienables de todos los miembros de la familia humana.

de hombres y mujeres, y se han declarado resueltos a promover el progreso social y a elevar el nivel de vida dentro de un concepto más amplio de la libertad.

la dignidad humana y completada, sólo se puede alcanzar en la paz. Toda persona o entidad que pretenda imponer una limitación arbitraria a los derechos reconocidos en esta Declaración se enfrentará a los tribunales.

ВСЕОБЩАЯ ДЕКЛАРАЦИЯ ПРАВ ЧЕЛОВЕКА

признавая во внимание, что человек обладает сознанием и достоинством, а сотрудничество в духе дружбы между народами, основанное на уважении и соблюдении прав человека, является основой мира и справедливости;

принимая во внимание, что высшей целью человека является стремление к свободе мысли, совести, религии, для полного выполнения этого обязательства.

каждому человеку и каждому народу. Все права, свободы и обязанности человека и гражданина вытекают из этих принципов.

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HUMAN RIGHTS

A Message from the Minister of Labour

I am glad to have this opportunity to draw the attention of *Labour Gazette* readers to the special section on Human Rights published in this issue to mark the fifteenth anniversary of the Declaration of Human Rights, an anniversary being celebrated in Canada as in other member nations of the United Nations.

On December 10, 1948, the United Nations General Assembly adopted and proclaimed the Universal Declaration of Human Rights "as a common standard of achievement for all peoples and all nations, to the end that every individual and every organ of society, . . . shall strive by teaching and education to promote respect for these rights and freedoms and by progressive measures, national and international, to secure their universal and effective recognition and observance, both among the peoples of Member States themselves and among the peoples of territories under their jurisdiction."

Among the Canadian labour laws that have a bearing on, and were partly inspired by the Universal Declaration of Human Rights are those that prohibit discrimination on account of race, national origin, colour or religion in all matters that affect a person's opportunity for employment. To coincide with the anniversary of the Declaration, the Department has published a pamphlet outlining the various Canadian anti-discrimination laws and Canadian administrative practices. The pamphlet is designed to assist interested individuals and organizations to gain a knowledge of protection under Canadian law against discrimination.

To supplement these laws, the Department of Labour has conducted an

expanding program of educational publicity, a program conceived to assist in creating a beneficial effect on the attitudes of mind that give rise to acts of discrimination, and designed to teach people to see things in their true light, and thus to weed out the roots of discrimination: prejudice and intolerance. Many people tend to fall in with the prevailing social patterns, either unthinkingly or to avoid conflict. The more discrimination is practised the more such people will look upon it as acceptable. The more discrimination is checked by law, the less respectable it becomes. It is therefore the moral influence of anti-discrimination laws that is relied upon quite as much as their coercive or punitive effects. Discrimination on account of race, colour or religion is, in a considerable degree, the outcome of prejudice, which in turn is the child of ignorance or misunderstanding. One way of combatting it, therefore, is to try to dispel ignorance and clear away misunderstanding; hence the Department's educational campaign.

Unfair employment practices and other acts of discrimination no longer have the strength they once had in Canada, and I firmly believe that the avenues of the future should be increasingly open to policies that are more in accord with the ideals of freedom and democracy in Canada. I therefore urge the readers of the *Labour Gazette* to take an interest in what my Department is trying to do to remove the handicaps under which some of our less fortunate countrymen still labour.

Allan J. MacEachen,
Minister of Labour.

The Universal Declaration of Human Rights

Fifteenth Anniversary

The Universal Declaration of Human Rights is a document of our times and for our times.* It was prepared by a United Nations Commission under the chairmanship of Mrs. Eleanor Roosevelt, and adopted by the General Assembly on December 10, 1948, with no opposing votes and only eight abstentions. The General Assembly proclaimed it to be "a common standard of achievement for all peoples and all nations."

The Universal Declaration ranks with the great documents in human history that stand as landmarks in the advance of mankind into larger freedom. It begins with the affirmation that "all human beings are born free and equal in dignity and rights." It then asserts that everyone is entitled to the rights and freedoms set forth "without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status."

Articles 3 to 21 enumerate the civil and political rights which have been generally accorded recognition in the western democratic tradition—the right to life, liberty and security of person; freedom from slavery; freedom from arbitrary arrest; freedom from torture; the right to a fair trial; freedom of movement; freedom of thought, conscience and religion; freedom of opinion and speech; the right of association and assembly; and other similar rights.

Then the Declaration, going beyond the traditional guarantees of rights and freedoms against possible interference by other men or by the state, formulates the social, economic and cultural rights which, in advanced societies, are coming to be regarded as indispensable if freedom is to have reality. These include: the right to social security; the right to work, free from discrimination and in return for a just and reasonable remuneration; the right to a standard of living adequate for health and well-being; the right to an education; and the right to participate freely in the cultural life of the community.

Finally, the Declaration asserts that only in a social and international order governed by the rule of law and the principles of

mutual respect can human rights be fully observed. Rights carry with them a duty to the community, a respect for the rights of others, and a regard for the principles and purposes of the United Nations. All states are obliged to refrain from any activity aimed at the destruction of the rights and freedoms enunciated in the Declaration.

A Continuing Struggle

The Universal Declaration rests firmly on the articles in the United Nations Charter which affirm the promotion of equal rights of all people and all nations to be the central objective of the world organization. And the Charter, it must be remembered, echoes the goals proclaimed by the leaders in the war against Nazism and Fascism.

At San Francisco, the pressure of the representatives of many voluntary organizations and of the smaller nations, raised the priority of human rights in the final draft of the Charter. The frightful experience of Hitler's extermination camps, the surge of the colonial peoples for an independent life, the insistent hopes of millions in the under-developed lands are the historical realities behind the bold words of the Declaration. The Declaration, therefore, must be seen as more than a collection of noble aspirations: it is a weapon in the ongoing struggle for human rights.

Some lawyers are inclined to dispute the legal force of the Declaration since it is only the first part of an intended three-part International Bill of Rights. The two incomplete parts are the Covenants of Human Rights (which when drafted and ratified would have the status of multilateral treaties) and the Measures of Implementation. Other legal experts take the position that since the Declaration may be regarded as an expansion of the human rights articles of the Charter it has the same binding effect as the Charter. But whatever its legal interpretation, its impact on international and national efforts to advance human rights cannot be denied.

Within the United Nations itself, the Declaration added a new moral authority to actions taken on questions involving human rights. Resolutions of the General Assembly and other U.N. bodies cited the Declaration on questions of racial discrimination, forced labour, slavery, and the rights of peoples to self-government. Without waiting for the more comprehensive guarantees

* The complete Universal Declaration of Human Rights was published in the November 1958 number of the *LABOUR GAZETTE*, an issue that included a "Special Section on Human Rights" as this publication's contribution to the commemoration of the tenth anniversary of the Universal Declaration. The special section was then made available as a reprint, copies of which may still be obtained.



of human rights which would be contained in the Covenants, U.N. bodies such as the Commission on Human Rights, the Commission on the Status of Women and several of the Specialized Agencies proceeded to draft international conventions to cover specific rights.

The list of these conventions is an impressive one:

1950—Convention Relating to the Status of Refugees.

1952—Convention on the Political Rights of Women.

1952—International Telecommunications Convention.

1954—Convention of the Status of Stateless Persons.

1956—Supplementary Convention on the Abolition of Slavery.

1957—Convention on the Status of Married Women.

1958—Convention on Discrimination in Employment.

1962—Convention on Consent to Marriage, Minimum Age for Marriage, and Registration of Marriage.

The Rights of Women

In one field particularly—improvement in the status of women—the work of the United Nations, backed by the authority of the Universal Declaration, has had revolutionary results, not only in the emerging nations but in the advanced nations as well. Some of the United Nations activities have had great educational value. Since 1956 governments have been requested to report every three years on the development of human rights in their respective countries. In 1962 sixty-seven states responded.

Global studies have been carried out under the Commission on Human Rights in such fields as discrimination in education and in religion, freedom from arbitrary arrest, administration of justice and the rights of children born out of wedlock. Of great significance have been the Human Rights Seminars conducted in various parts of the world to bring together high government officials and judicial authorities to study specific problems of human rights. Since 1953, eighteen such seminars have been conducted—eight in Asia and the Far East, five in the Americas, four in Europe and one in Africa. Not only have they had considerable educational influence but they have in some instances had a direct effect on legislation and judicial practice.

Rights Enforced in Europe

The Declaration has turned out to be an important source of law. The Japanese Peace Treaty (1951), the Special Statute of

Trieste (1954), and the Franco-Tunisian Convention (1955) all pledged one or both parties to act in accordance with the principles of the Universal Declaration.

Even more significant was the Convention for the Protection of Human Rights and Fundamental Freedoms drafted by the Council of Europe in Rome in 1950. In the Preamble it was specifically stated that the purpose of the Convention was "to take the first steps for collective enforcement of certain rights stated in the Universal Declaration of Human Rights." The Convention, after enumerating the civil and political rights to be guaranteed by the signatories, provided for a Commission of Human Rights and, for the first time in history, a Court of Human Rights to which individuals as well as states might bring their complaints.

New nations drafting their constitutions and older nations revising their constitutions or enacting legislation have turned to the Declaration as a model. West Germany drew on Articles 15 and 16 when drafting its basic law to cover marriage rights and rights of nationality. Nine new African states have made reference to the Declaration in their constitutions. Four Latin American countries—Paraguay, Argentina, Bolivia and Panama—have passed legislation drawn directly from articles in the Declaration to cover such rights as nationality, copyright, education and freedom from discrimination.

The Legislature of the Province of Ontario cited the Declaration in the Preamble to its Fair Employment Practices Act (1950) and the Fair Accommodation Practices Act (1954). In New York State, the Philippines, The Netherlands, Belgium and Italy, judges have cited the Declaration in decisions and opinions in cases having to do with discrimination on the basis of sex, unlawful detention, the right to life, liberty and security of person, and the rights of stateless persons.

Affirmation of economic, social and cultural rights is placed on an equal basis with the affirmation of traditional civil and political rights in the Declaration. A resolution passed by the General Assembly in 1950 asserts that a man who was deprived of his economic, social and cultural rights could not be considered free.

Economic and Social Rights

This principle found striking support in the reports and the Declaration of the International Commission of Jurists at its New Delhi conference in 1959. After insisting that every legislature "should endeavor to give full effect to the principles

enunciated in the Universal Declaration of Human Rights," the conference declared that "the Rule of Law is a dynamic concept . . . which should be employed not only to safeguard and advance the civil and political rights of the individual in a free society, but also to establish social, economic, educational and cultural conditions under which his legitimate aspirations and dignity may be realized."

This "dynamic concept", implicit both in the Charter and the Universal Declaration has been finding corporate expression in the legislation and the economic and social planning of the emerging nations, intent on mobilizing their physical and human resources to provide a freer and more abundant life for their peoples.

And even more directly, its impact is to be seen in the increasing activities of member nations and of the United Nations and the Specialized Agencies to organize programs of technical assistance and economic co-operation behind the efforts of the emerging nations. The ultimate objec-

tives of the U.N. Development Decade are the affirmation of human dignity and the enlargement of human freedom.

Toward a World Community

Dag Hammarskjöld, in his last official message, listed as the main principles and purposes of the Charter to which member states are committed equal political rights, equality of economic opportunities, and the rule of law. In projecting these principles, binding in the life within states, into the international area, the Charter, said Hammarskjöld, "takes a first step in the direction of an organized international community."

And P. E. Corbett wrote in *The Individual and World Society*: "The welfare of the individual in society should be recognized as an end in itself and the purpose of all organization, national and international. But the direct effort to promote it may also prove the speediest road to general and enduring peace."

—*World Review*, monthly publication of the United Nations Association in Canada

U.N. Commission on Human Rights

The Universal Declaration of Human Rights, whose 15th anniversary is being marked December 10, was drafted by the United Nations Commission on Human Rights, established in 1946. Canada is now a member of the Commission.*

The Human Rights Commission could be considered the main agency through which the United Nations' human rights program is carried out. Its original terms of reference are extensive. The Commission submits proposals, recommendations and reports to the Economic and Social Council regarding:

- (a) an international bill of rights;
- (b) international declarations or conventions on civil liberties, the status of women, freedom of information, and similar matters;
- (c) the protection of minorities;
- (d) the prevention of discrimination on grounds of race, sex, language or religion;
- (e) another matter concerning human rights not covered by items (a), (b), (c), and (d).

Once the Universal Declaration of Human Rights was completed and adopted in 1948, the Commission concentrated on drafting international covenants on human rights and in 1954 completed the preliminary texts of a Draft Covenant on Civil and Political Rights and a Draft Covenant on

Economic, Social and Cultural Rights. These were sent, through the Economic and Social Council, to the General Assembly. They have been considered, article by article, at the sessions of the General Assembly held since 1955. The final drafting by the General Assembly has not yet been completed.

The Universal Declaration of Human Rights inspired a number of international conventions concluded under the auspices of the United Nations and the specialized agencies. These include the Convention Relating to the Status of Refugees (1951), the Convention Relating to the Status of Stateless Persons (1954), the Convention on Political Rights of Women (1952), the Convention on the Nationality of Married Women (1957), the Supplementary Convention on Slavery, the Slave Trade and Institutions and Practices Similar to Slavery (1956), the Convention concerning the Abolition of Forced Labour (1957), the Convention concerning Discrimination in respect of Employment and Occupation (1958), and the Convention against Discrimination in Education (1960).

The human rights program that has developed and is developing in the United Nations is, to a large extent, conceived within the framework of the Universal Declaration of Human Rights.

* Canada was elected for a three-year term beginning January 1, 1963. Miss Margaret Aitken of Toronto is Canada's representative on the Commission.

Human Rights in Canada, 1958-1963

Developments Since 10th Anniversary of Universal Declaration

In the five years since the 10th anniversary of the Universal Declaration of Human Rights in 1958, developments have taken place in Canada in the fields of civil and political rights and economic and social rights.

Apart from the specific legislative measures taken to remedy certain situations or to safeguard certain rights, notable advances were made in education, community action, research and the publication of substantial articles dealing with human rights in the Canadian setting.

In the five years, there has been increased Canadian participation in international efforts to advance human rights throughout the world.

Bill of Rights

When the 10th anniversary was celebrated, the proposal to enact a Canadian Bill of Rights in the form of a federal statute was being discussed. A bill had been introduced in Parliament and held over for a later session; in the meantime it was widely circulated for discussion and comment. It was re-introduced with some changes and passed by Parliament in 1960.

The Bill of Rights recognizes and declares that there have existed and shall continue to exist in Canada, without discrimination by reason of race, national origin, colour, religion or sex, certain human rights and fundamental freedoms: the right of the individual to life, liberty, security of the person and enjoyment of property, and the right not to be deprived thereof except by due process of law; the right to equality before the law and the protection of the law; freedom of religion; freedom of speech; freedom of assembly and association; and freedom of the press.

Further, it provides that no law enacted by the Parliament of Canada is to be so construed as to infringe any of these rights and freedoms, unless it is expressly declared by an Act of Parliament that it shall operate notwithstanding the Bill of Rights.

In particular, no law of Canada shall be construed or applied so as to—

(a) authorize or effect the arbitrary detention, imprisonment or exile of any person;

(b) impose or authorize the imposition of cruel and unusual treatment or punishment;

(c) deprive a person who has been arrested or detained

(i) of the right to be informed promptly of the reason for his arrest or detention,

(ii) of the right to retain and instruct counsel without delay, or

(iii) of the remedy by way of *habeas corpus* for the determination of the validity of his detention and for his release if the detention is not lawful;

(d) authorize a court, tribunal, commission, board or other authority to compel a person to give evidence if he is denied counsel, protection against self incrimination or other constitutional safeguards;

(e) deprive a person of the right to a fair hearing in accordance with the principles of fundamental justice for the determination of his rights and obligations;

(f) deprive a person charged with a criminal offence of the right to be presumed innocent until proved guilty according to law in a fair and public hearing by an independent and impartial tribunal, or of the right to reasonable bail without just cause; or

(g) deprive a person of the right to the assistance of an interpreter in any proceedings in which he is involved or in which he is a party or a witness, before a court, commission, board or other tribunal, if he does not understand or speak the language in which such proceedings are conducted.

Invoked in Court Cases

Although the Bill of Rights extends only to matters coming within the legislative authority of the Parliament of Canada, in the short time it has been in effect it has been invoked in numerous cases, but it has not often caused a law to be construed so as to affect the outcome of the case.

In February 1961, the Bill of Rights was successfully invoked before the Quebec Superior Court in *Lafleur v. Guay and Minister of National Revenue*. The case dealt with an income tax inquiry and the refusal to allow the subject of the inquiry to appear alone or through his solicitors at the inquiry and a failure to give notice of the hearings. Section 2 of the Bill of Rights was invoked, the section which reads: "... no law of Canada shall be construed or applied so as to (e) deprive a person of the right to a fair hearing in accordance with the principles of fundamental justice for the determination of his rights and obligations."

The Court held that the Canadian Bill of Rights was applicable to every law of Canada, save where the particular law contained a declaration that it should apply notwithstanding the Bill of Rights, and there was no such declaration in the Income Tax

Act. Consequently, by Section 2(e) of the Bill of Rights, the Income Tax Act must be construed and applied so as not to deprive a person of the right to a fair hearing in accordance with the principles of fundamental justice for the determination of his rights and obligations. This right to a fair hearing, the Court added, covered hearings before administrative tribunals, and consequently the plaintiff could not be denied the right to be present at the inquiry into his affairs and to make representations through his solicitors. The decision of the Superior Court was upheld by a majority decision in the Court of Queen's Bench in January 1963. The decision of the appeal court has been appealed to the Supreme Court of Canada.

In two cases which reached the Supreme Court of Canada* involving detention and deportation orders under the Immigration Act, the provision of the Bill of Rights that declares "the right of the individual to life, liberty, security of the person and enjoyment of property, and the right not to be deprived thereof except by due process of law" was invoked. In both cases the Court held that the person concerned had not been deprived of her liberty save by due process of law, the order having been issued in accordance with statutory authority.

In a case involving unlawful possession of explosives, the Ontario Court of Appeal held that Section 80 of the Criminal Code, in putting the onus of showing lawful excuse upon the accused, does not infringe the presumption of innocence declared by Section 2(f) of the Bill of Rights. Allowing an appeal by the Attorney-General from the acquittal by a magistrate's court on a charge of having an explosive substance in possession without lawful excuse, the Court of Appeal held that, under Section 80 of the Criminal Code, the accused is not deprived of the right to be presumed innocent until proved guilty according to law. The law, the Court stated, stipulates that, upon proof that the accused has the explosive substance in his possession, he shall be liable to conviction unless his possession can be justified by lawful excuse. Nevertheless, it is only after conclusion of the evidence, if any, for the defence, as well as the evidence for the Crown, that the trial tribunal is in a position to find his guilt or innocence. The presumption of innocence, the Court continued, remains until the whole evidence is before the court. If the accused elects to adduce no evidence, or if the evidence he adduces fails to sup-

port the defence of lawful excuse, then in either case he may be convicted according to law*.

A similar conclusion was reached by the same Court in the case of *Regina v. Sharpe* dealing with a presumption created by the Opium and Narcotic Drug Act against an accused in possession of narcotics.†

In July 1962, the Saskatchewan Court of Appeal quashed an information because it was lacking the details of the circumstances of the alleged offence to identify the transaction referred to, which was contrary to the specific provisions of the Criminal Code and the Canadian Bill of Rights. In the reasons for judgment, one of the judges stated that it is a fundamental principle of criminal law that an accused person should be able to tell from the information or indictment the precise nature of the charge against him.‡

Also in 1962, the Appellate Division of the Alberta Supreme Court confirmed that a provincial Attorney-General, when he intervenes in a criminal action launched by a private prosecutor, is entitled, in his discretion, to enter a stay of proceedings under Section 490 of the Criminal Code, and in such a situation the private prosecutor had not been deprived of his rights and privileges under the Canadian Bill of Rights.

The Court of Appeal agreed with the reasoning of the trial judge, who held that the action taken by the provincial Attorney-General in withdrawing the charges did not abridge any right of an individual to equality before the law and the protection of the law as guaranteed by Section 1(b) of the Canadian Bill of Rights. Also, the Court of Appeal agreed with the stand taken by the trial judge that Section 2(e) of the Canadian Bill of Rights, which postulates "the right to a fair hearing in accordance with the principles of fundamental justice for the determination of his rights and obligations," does not embrace the right to prosecute charges founded on sufficient evidence.§

More Important Result

Probably a more important result of the Bill of Rights has been to direct attention of members of legislative bodies, government officials, educators and students and the public generally to fundamental principles. Some thoughtful writing on the questions raised by it has been published in the period.

* *Regina v. Guertin* [1961] OWN 134;

† *Regina v. Sharpe* [1961] OWN 261.

‡ *Shumiatcher v. Attorney-General for Saskatchewan*, [1962] 39 WWR 577.

§ *Regina ex rel Graham v. Leonard*, [1962] 39 WWR 343.

* *Rebrin v. F. W. Bird and Minister of Citizenship and Immigration* [1961] 27 DLR (2d) 622; *Louise Yuet Sun v. Her Majesty the Queen* [1961] S.C.R. 70.

The March 1959 issue of the *Canadian Bar Review* contained eight articles dealing with the proposed Bill of Rights or related matters. Professor F. R. Scott's lectures at Carleton University in 1959 in the Alan B. Plaunt Memorial Lectures series were published under the title *Civil Liberties and Canadian Federalism*.*

An article by J. C. Martin in the Winter 1961 issue of the *Journal of the International Commission of Jurists*, "Preventive Detention in Canada," dealt with provisions for arrest without a warrant and the procedures subsequent to arrest, the use of *habeas corpus* as a means of questioning the legality of detention, and the sentence of preventive detention for habitual criminals.

An article by the Hon. Ivan C. Rand in the April 1961 *Osgoode Hall Law Journal*, "Except by Due Process of Law," dealing with the provision "due process" in the Bill of Rights, described the history and the application of the concept in the United States and Great Britain and set out the author's views of its scope and meaning. It pointed out that, in inserting this provision in the Bill of Rights, Parliament had presented to judicial tribunals an opportunity to build up a Canadian jurisprudence on this concept.

The three volumes of *Current Law and Social Problems*, a series founded by the Faculty of Law in the University of Western Ontario, have provided a new forum for presentation of research in law and related social sciences and most of the articles so far published have touched on some important aspect of human rights.

An article by Paul W. Bruton in the *McGill Law Journal* (No. 2, 1962), "The Canadian Bill of Rights: Some American Observations," is a useful discussion of the differences in scope and operation of a bill of rights in the form of a statute and one embodied in a constitution.

Political Rights

One of the recurring problems in securing political rights relates to adequate representation in legislative assemblies when there is rapid shifting of population from rural to urban areas. It has been necessary in a number of provinces in recent years to adjust the boundaries of electoral districts to give fair representation to urban population; in others, the matter is under consideration. Adjustments have traditionally been made on an *ad hoc* basis after consideration of reports of committees composed of members of the Legislature.

Manitoba departed from this method in its 1955 legislation, making provision for a

regular review of electoral divisions at 10-year intervals and establishing a commission to report to the Legislature on the changes that ought to be made in accordance with principles set out in the legislation, which include a requirement to hold public hearings. These principles were incorporated in the Electoral Divisions Act of 1957 which divided the province into 57 electoral divisions and provided for a further review in 1967.

A Bill to Provide for an Electoral Boundaries Commission for the Readjustment of Representation in the House of Commons was introduced in April 1962. This Bill would have established a commission consisting of five members, including the Chief Electoral Officer of Canada, to be appointed at the time of each decennial census. The Bill set out rules that the commission was to apply in preparing its report; the commission was required to complete its report not later than one year after the returns of the decennial census were available.

The 25th Parliament prorogued before this Bill had been dealt with. The Speech from the Throne at the beginning of the 26th Parliament stated that the redistribution of electoral districts was overdue and Parliament would be asked to authorize the establishment of a commission to undertake the task. The Government has recently stated that it will proceed with this matter as soon as possible.

Another question relating to political rights which has arisen in the period has to do with the amendment to the Labour Relations Act in British Columbia which prohibits trade unions from using initiation fees and membership dues, whether paid by payroll deductions or directly to the union, for political purposes. In a case that went to the Supreme Court of Canada,[†] a union attacked the legislation on the grounds that it did not fall within the field of labour relations, but had to do with the political activity of trade unions; that it was legislation in relation to federal elections; that it sought to curtail fundamental rights of Canadian citizens essential to the proper functioning of parliamentary institutions; and that for these reasons it was *ultra vires* of the provincial Legislature. The Supreme Court held, with three judges dissenting, that the legislation was within the powers of the province.

In its decision that the Act was within provincial powers, the Court stressed the different position of a certified trade union

[†] *Oil, Chemical and Atomic Workers International Union, Local 18-801 v. Imperial Oil Limited and the Attorney-General of British Columbia*, (unreported).

* University of Toronto Press.

from that of a purely voluntary association of individuals. As a result of certification, the union attains a legal status in that it becomes the bargaining agent for a group of employees, all of whom are brought into association with it, whether as members or as persons whom it can bind by a collective agreement even though not members. It is empowered to make binding agreements which can require union membership as a condition of employment and the consequent payment of union dues.

By conferring such power upon certified trade unions, the Court said, the Act had materially affected the civil rights of individual employees. In its view, the same legislature can protect an individual's civil rights by providing that he cannot be compelled to assist in the financial promotion of political causes with which he disagrees.

The question of political contributions from trade union funds arose because the constitution of the New Democratic Party, adopted at the Party's founding conference in 1961, provides for "affiliated membership" of trade unions and other organizations in the Party, as well as for individual membership. Membership is open to an organization which, by official act, undertakes to accept and abide by the constitution and the principles of the Party and is not associated or identified with any other political party. A trade union or a regional section of a trade union, or a local of a trade union, may apply for affiliated membership in respect of its members.

The constitution provides that for affiliated members there shall be a per capita fee of 5 cents per member per month. It further states that any member of an affiliated organization may, at any time, officially notify his organization that he does not wish a per capita payment to be made to the Party on his behalf, and the organization shall forthwith cease to make such payment.

It may be a significant fact that, although the constitution of the Party accepted the principle of the freedom of the individual trade union member not to contribute, no machinery was devised, as is the case in Great Britain, by which this principle could effectively be carried out at the local union level.

Social Security

The major advance in the social security field in the past five years has been the extension of hospital insurance throughout Canada. In 1958, the legislation authorizing federal contributions was in effect and agreements had been entered into with five

provinces. All provinces and the Territories now have hospital insurance schemes operating with federal assistance, the last province, Quebec, having joined in 1961.

In Saskatchewan, a universal comprehensive medical care insurance program financed from premium collections and Government appropriations, authorized in 1961, went into force on July 1, 1962, making Saskatchewan the first province to initiate such a plan. In Alberta, a Government-subsidized prepaid Medical Insurance Plan went into force on October 1, under which comprehensive medical services are available to residents of the province through the doctor of their choice and through an insurance firm of their own selection under a government-established maximum allowable premium, with provision for financial contributions by the Government toward premium payments for those in defined income levels. Other provinces are now considering methods of providing for medical care on a comprehensive basis. A federal Royal Commission was appointed in 1961 "to inquire into and report upon the existing facilities and the future need for health services for the people of Canada and the resources to provide such services."

The problem of retirement income has received a good deal of attention in the period. The payments under the Old Age Security Act to all persons 70 years of age and over were increased in 1962 and since October 1, 1963 have been at the level of \$75 a month. The question of regulation of private pension plans received intensive study in the province of Ontario in the last three years. Federal proposals for a nation-wide contributory retirement plan are under consideration.

During this period a new national program of rural development was introduced with the enactment of the Agricultural Rehabilitation and Development Act. The purpose of the legislation is to increase income and employment opportunities in the rural areas of Canada and to promote better land use and soil and water conservation. It authorizes the Minister of Agriculture to enter into agreements with the provincial governments whereby the federal Government will provide financial and other assistance or both for approved projects to carry out the purposes of the Act. Where projects for the alternative use of land or for rural development are undertaken, the program may include projects for the training, relocation and re-establishment of people from lands affected by the projects.

Anti-Discrimination Measures

Respect for human rights for all people without distinction of any kind is being interpreted in Canada as involving not only the absence of discrimination in the form of legislation or other Government action, but also positive measures to provide remedies for persons discriminated against by private action. By 1958, Parliament and the Legislatures of six provinces had passed fair employment practices Acts forbidding discrimination in employment on grounds of race, colour, religion or national origin, and equal pay Acts prohibiting discrimination in rates of pay based on sex. Since that time, two additional provinces have passed equal pay Acts.

The Fair Employment Practices Acts forbid discriminatory action by trade unions as well as by employers. No union may exclude anyone from membership, or expel, suspend or otherwise discriminate against any of its members because of race, colour, religion or national origin.

In 1958, fair accommodation practices Acts were in effect in Ontario and Saskatchewan. Since then, four other provinces have enacted similar legislation—New Brunswick and Nova Scotia in 1959, Manitoba in 1960 and British Columbia in 1961. The purpose of these Acts is to provide that the facilities, accommodation and services of places that are customarily open to the public—hotels, restaurants, barber shops, theatres, etc.—must not be denied to anyone because of his race, creed, colour, national ancestry or place of origin. In 1961, the Ontario Act was amended to prohibit discrimination in the rental of apartments in buildings having more than six units. In 1963 Nova Scotia prohibited discriminatory rental policies in buildings with more than four self-contained dwelling units.

Changes in the method of administration have also occurred during this period. There has been a commission charged with an educational program in Ontario since 1958, but important changes were made in 1962 when the anti-discrimination legislation in Ontario was consolidated into a Human Rights Code and the Ontario Human Rights Commission was given responsibility for its administration and enforcement. In October 1962, the Government of the province of Nova Scotia established an Interdepartmental Committee on Human Rights. In 1963, the Nova Scotia Legislature consolidated its fair employment practices, fair accommodation practices and equal pay legislation into one enactment, the Human Rights Act.

Although all the anti-discrimination legislation mentioned above provides some kind of sanction against a person who fails to comply with it, the major purpose of the legislation is remedial action and changes in the employment or rental policy to bring it into line with the Act.

The significance of anti-discrimination legislation is not only that it provides a remedy for those with sufficient strength and conviction to complain, but also that it focuses attention upon the principle of equal opportunity. The pamphlets and other material available from the agencies which administer such legislation are being increased and more widely distributed. Particularly there may be mentioned a new publication of the federal Department of Labour entitled, *Protection Under Law against Employment Discrimination* (see page 986), and a booklet recently issued by the Nova Scotia Department of Labour entitled *Human Equality*. In addition to its regular bulletin, *Human Relations*, the Ontario Human Rights Commission has published a number of pamphlets and booklets, including *Guide for Employers* in English, French and Italian, and a pamphlet, *Human Rights are in Your Hands*, in English and French.

The legislation also stimulates examination of discriminatory behaviour and its causes. Students at the University of Toronto School of Social work, with the support of the Ontario Human Rights Commission, the Toronto Labour Committee for Human Rights and the Personnel Association of Toronto, undertook a group research project in 1961 on discrimination in employment in Ontario. The report which the group made in May 1962 indicated that a great deal more is required to be done, both in the administration and enforcement of the Act and in education, research and dissemination of information. The Human Rights Commission is taking steps to insure a continuing research program.

During the period 1961-62 the Institute of Public Affairs of Dalhousie University undertook a detailed demographic survey of the Negroes in Halifax City. The purpose of the study was to establish an organized body of facts concerning the conditions of life of the Negro and the nature and intensity of his problems. The report, published in 1962, threw much light on his problems of employment, education and housing.

Economic Security

The ideal stated in the Universal Declaration that everyone shall have the right to work, to free choice of employment, to just and favourable conditions of

work, and to protection against unemployment continues to present a challenge in Canada, both from the standpoint of the right to work and of the right of protection against unemployment.

A combination of factors, including changes in the rate of the country's economic growth and accelerating technological change, has led to a considerable increase in the general level of unemployment over the past decade, particularly during the winter months. With the changes in the economic climate, the system of unemployment insurance put into effect in 1940 for the support of the unemployed has been found to be inadequate to cope with the heavy demands placed upon it. Along with high unemployment, a further problem presented itself in that the country suffered from a shortage of certain technical skills.

All governments in Canada have applied themselves to the study and solution of these urgent and serious problems.

In 1960, a Special Committee of the Senate was appointed to study manpower requirements and utilization in Canada and directed to give particular attention to the growth of the economy and other factors influencing employment opportunities, including technological changes, and the growth and characteristics of the labour force.

In recognition of the relationship between education and training and unemployment, the Ontario Legislature in 1962 set up a Select Committee on Manpower Training, which made a thorough study of the provinces's education and training system.

In 1963 the Government of Ontario sponsored a conference on automation and social change.

The Gill Committee of Inquiry was appointed in 1961 to inquire into the operation of the Unemployment Insurance Act. The report of this Committee indicated that, while there was an urgent need to re-examine the procedures presently in effect, no system of unemployment insurance can cope with heavy and prolonged unemployment in a manner that is at the same time financially practical and socially defensible. The report therefore emphasized the necessity of reaching positive solutions to the problem of unemployment. Included in its recommendations was a proposal for a basic re-organization of the role and operations of the National Employment Service. Legislation on unemployment insurance is now under consideration in the light of this report.

In addition to the positive steps taken by provincial governments to relieve the problem of seasonal unemployment and to promote the economic and industrial development of the province, the federal Government has embarked on a comprehensive program designed to step up the rate of Canadian economic growth, to stimulate employment and to reduce the scale of unemployment.

In the field of training and manpower development, greatly increased capital assistance has been given in recent years for the provision and extension of training facilities, and the Government of Canada is co-operating with the provinces in the development of an expanded technical and vocational training program. The Government is ready to share in a variety of training programs and in some cases is providing a larger share of provincial costs than heretofore.

In recognition of the need for better basic education, three provinces raised the statutory school-leaving age during the 1958-63 period. In 1959, Prince Edward Island raised the school-leaving age from 15 to 16 years. In 1961, Quebec raised the compulsory school attendance age to 15 years. At the same time it provided for free education up to and including Grade 11, the university entrance level. To encourage parents to keep children in school longer, the Quebec government also adopted legislation which provided for the payment of a schooling allowance, irrespective of need, to the mother of every student 16 to 18 years who attends school regularly. In 1963, Manitoba raised the compulsory school attendance age to 15, and made provision for it to be further raised to 16 in 1965.

The federal Government has also taken steps to help deal with disruptions in employment caused by technological and other industrial changes. Through a Manpower Consultative Service in the Department of Labour, provision is being made to assist management and labour to plan for and make appropriate manpower adjustments arising out of such changes.

Labour Relations

The right of employees to retain their status as employees during the course of a legal strike was upheld by the Supreme Court of Canada in the *Royal York Hotel** case. The recognition of legal strikes in the labour legislation of all provinces implies the recognition of retention by the employee

* *Canadian Pacific Railway Co. v. Zambri* (1962) 34 DLR 654.

of his status as an employee for the purpose of the Act, but the *Royal York Hotel* case was the first occasion on which the issue had been authoritatively dealt with by the highest court.

In this period, too, there have been important developments in the law concerning picketing, both through case law and by legislation. In 1959, in the Trade-unions Act, the Legislature of British Columbia attempted to define the limits of legal picketing and made a union liable in damages resulting from picketing other than as permitted by the Act. The Act permits persuasion in the case of a legal strike by members of the union on strike or persons authorized by it, at the employer's place of business. The effect is to make secondary picketing illegal and picketing in support of an illegal strike illegal. When the Act was applied in the *Koss v. Konn* case†, the British Columbia Appeal Court made a distinction between "information" and "persuasion" and held that informational picketing was not made illegal by the Act.

In an article dealing with individual rights in the context of labour relations that appeared in the August 1963 issue of the *Canadian Bar Journal* under the title "Collective Bargaining and Individual Rights," Professor Bora Laskin stated that "It is possible in today's climate of opinion to be a proponent of individual employee rights without being hostile to collective bargaining." He touches on a number of questions that trouble those who accept collective bargaining as a necessary institution for effectively securing some very important human rights but are still anxious about the rights of the individual. Among other matters, he examines the question of how far the employee is completely in the hands of his union and his employer with respect to the administration of the collective agreement, including its machinery for grievance adjustment and arbitration.

International Co-operation

Canadian participation in the efforts of international organizations to advance human rights has enabled representatives of Canada to work with other countries towards agreed objectives and has, at the same time, sharpened consideration of human rights issues within Canada.

Besides the twelve specialized agencies (including the ILO, WHO and UNESCO) of which Canada is a member, in the years since 1958 Canada has served or is serving a term in a number of the commissions concerned with particular aspects of human

rights. Canada was a member of the Commission on the Status of Women for the first time for the period 1958-1960, is now a member of the Social Commission for a four-year term which began in 1961, and is serving as a member of the Executive Board of UNICEF for the period 1962-64.

Canada was elected to membership of the Commission on Human Rights for a three-year period beginning in 1963. At the 1963 session, the first in which Canada participated, the Commission discussed reports on freedom from arbitrary arrest and detention, freedom and non-discrimination in the matter of religious rights and practices, and freedom and non-discrimination in the matter of political rights. The Commission also prepared a draft declaration on elimination of racial discrimination.

During the 1958-63 period, Canada had to consider what action to take on one of the fundamental human rights instruments, the ILO Convention on the Abolition of Forced Labour, adopted by the International Labour Conference in 1957. Under the terms of this Convention, ratifying countries undertake to suppress and not to make use of any form of forced labour as: a means of political coercion or education, or as a punishment for holding or expressing political views or views ideologically opposed to the established political, social or economic system; a method of mobilizing or using labour for purposes of economic development; a means of labour discipline, a punishment for having participated in strikes; or as a means of racial, social, national or religious discrimination. On the basis that there is no legislation in effect in Canada that would be inconsistent with or in contravention of the provisions of the Convention, and that systems of forced labour are entirely repugnant to our social, economic and political institutions, Parliament approved the ratification, in 1959. Canada is now one of the 64 states that have ratified this Convention.

Another important ILO Convention in the human rights field is the Discrimination in Employment and Occupation Convention, adopted in 1958, which calls upon member states to declare and pursue a policy of non-discrimination in employment and occupation. The question of ratification of this Convention is now under consideration.

A noteworthy addition to the literature on the manner in which trade unions function in countries with different economic and social systems is the series of factual surveys relating to freedom of association which the International Labour Office has carried out, beginning in 1959. The purpose of the surveys is to give a full picture

† *Koss v. Konn et al* (1961), 36 WWR 100.

of the conditions affecting the theory and practice of freedom of association in countries that were prepared to invite the Office to carry out comprehensive and independent studies, and the task of the survey team is not to judge the situation in a given country or to say whether the conditions were good or bad, but to describe and explain them.

Six surveys have been completed and reports issued: on the trade union situation in the United States (1960); in the U.S.S.R. (1960); in the United Kingdom (1961); in Sweden (1961); in Malaya (1962); and

in Burma (1962). These reports add substantially to the opportunities for studying essential questions about the relationship of governments and trade unions as they have been worked out in a number of nations.

Among international studies that are adding to an extremely useful world literature on protection of human rights are the *Study of Discrimination in Education* (1957) and the *Study of Discrimination in the Matter of Religious Rights and Practices* (1960) prepared with the authorization of the U.N. Commission on Human Rights.

U.N. Subcommittee on Prevention of Discrimination

In 1946 the Commission on Human Rights established a Subcommittee on the Prevention of Discrimination and the Protection of Minorities to make studies and recommendations. The Subcommittee is composed of 14 persons selected by the Commission subject to the consent of their governments. Members serve in their capacity as individuals and not as representatives of their governments.

The Subcommittee assisted in the preparation of the Universal Declaration of Human Rights, and drafted articles for insertion in the international Covenants on Human Rights.

In recent years the Subcommittee has been systematically studying concrete aspects of discrimination in various walks of life. The subjects chosen for special study have

been: discrimination in education, discrimination in employment and occupation, discrimination in the matter of religious rights and practices, discrimination in the matter of political rights, and discrimination in respect of the right of everyone to leave any country, including his own, and to return to his country.

In 1960 the Subcommittee completed its consideration of a study of discrimination in the matter of religious rights and practices, which had been prepared by one of its members. It sent the study, together with a series of draft principles on freedom and non-discrimination in the matter of religious rights and practices, to the Commission on Human Rights. This was examined by the Commission in 1962 and again this year.

Ontario Human Rights Code

An illuminated scroll carrying excerpts from the Ontario Human Rights Code has been distributed throughout the province for display in public buildings, schools, churches, offices, hotels, summer resorts, community buildings and business establishments.

The Code, which went into force on June 15, 1962, is a consolidation of Ontario's four principal anti-discrimination laws—the Fair Employment Practices Act, the Female Employees' Fair Remuneration Act, the Fair Accommodation Practices Act and the Ontario Human Rights Commission Act.

The Human Rights Code did not introduce any new principles. Its aim, the poster

says, is "to create a climate of understanding and mutual respect among our people, so that all will be afforded the unhampered opportunity to contribute their maximum to the development and enrichment of our province."

The 12-by-18 inch poster, distributed by the Ontario Government, is printed in four colours on shell finish stock. It gives the first four articles of the Code. These articles forbid: the display of any notice or sign that indicates discrimination; discrimination in regard to accommodation or employment; and discrimination in admission to, or continuation of membership in a trade union.

Protection under Law against Employment Discrimination

Last month the Department of Labour published a new booklet on Fair Employment Practices (see box).

The following has been excerpted from the new publication:

Canadian laws against discrimination are all fairly recent even though Canadian concern with discrimination is not. In this country, as in others, specific fair employment practices laws had to wait for the development of socially oriented labour legislation in general. The history of such legislation goes back to the latter part of the 19th century. The increasing recognition of the value and dignity of labour led to the enactment in industrial countries of some legislation designed to protect the interests of the wage earner. An industrial worker in Canada at the turn of the century was heir to certain rights won for him during the latter part of the 19th century.

With the development of Canada as an industrial country and the gradual recognition of the state's responsibility to protect its citizens from infringement of their fundamental rights, laws were enacted both federally and provincially—for instance the Conciliation Act of 1900, the Fair Wage Resolution of the same year, several provincial factories acts, coal mines regulations acts, workmen's compensation acts, and similar acts.

These laws and the many that followed in the next forty or fifty years were answers to obvious needs that had become more pressing as Canada became increasingly industrialized. The need for FEP laws was not so obvious at the turn of the century.

The earlier laws were intended to safeguard the rights of all. It was only as protection for these general rights became more widespread and accepted that the plight of special groups in the community was thrown into relief—those groups which were being excluded from the enjoyment of the rights and privileges to which they were entitled because of their race or colour or religion or national origin.

In the last twenty-five years the development of our social conscience has been steady. If anything, it has been accelerated by our participation in global warfare. We have seen and judged the injustice and intolerance that created wars and that they created. As a nation and as individuals we have learned more of the world and its people. Knowledge is the great enemy of prejudice....

The Department's new booklet on fair employment practices, Protection Under Law Against Employment Discrimination, brings together for the first time information on all federal and provincial fair employment laws in Canada and on other acts and regulations containing fair employment provisions.

A Canadian can seek protection against discrimination in a variety of ways. The booklet sets forth these sources of protection, which vary depending on his employment, the province in which he lives and other circumstances.

The provisions of each federal and provincial fair employment practices law are examined. The booklet explores the way in which other laws and regulations can protect Canadians against discrimination when, for instance, they use employment services, apply for technical and vocational training, or seek rehabilitation services for the disabled. It also outlines the protection contained in federal Government supply contracts.

In addition, the booklet covers fair accommodation and other antidiscrimination laws. It contains sections on the efforts of governments, unions and other organizations to combat prejudice through education, and on the programs of international bodies working to reduce discrimination and to promote human rights.

A major development in Canada during the past two decades, and particularly in the past decade, has been the enactment of legislation designed to eliminate discriminatory practices in employment and other areas.

In 1944, Ontario enacted the Racial Discrimination Act, making it an offence to display or publish any notice, sign, symbol or other representation expressing racial or religious discrimination. In 1947, Saskatchewan passed a Bill of Rights Act which asserted certain civil rights that were to be enjoyed by all persons without discrimination because of race, creed, religion, colour or ethnic or national origin. These included the right to obtain and retain employment. No enforcement procedures other than provision for a court action were set out in these laws, and no administrative agency was established to secure compliance with their provisions.

Between 1950 and 1960 Parliament and six Provincial Legislatures passed Fair

Employment Practices Acts prohibiting discrimination in employment on grounds of race, colour, religion or national origin. During the same period, also, Parliament and eight provinces enacted legislation to prevent economic discrimination against women workers solely on grounds of sex. The Canadian Bill of Rights, a Federal Act of Parliament, was passed in 1960. In 1962, Ontario codified existing anti-discrimination legislation in the fields of employment, public accommodation and multiple dwellings into the Ontario Human Rights Code. In 1963, the province of Nova Scotia also codified its existing anti-discrimination legislation. In 1962, the Federal Civil Service Act was amended and includes an anti-discrimination clause forbidding discrimination on the basis of race, colour, religion or national origin

In general, in the administration of these Canadian laws, penalties have been invoked only as a last resort, after discussion and conciliation have failed to bring about a fair settlement. When our laws were passed it was felt, correctly as it turned out, that most Canadian employers did not want to discriminate, and that most of the cases of discrimination that took place were caused by misunderstanding, by a baseless fear of unfavourable reactions from customers or clients, or simply by an outmoded hiring policy that no one had got around to changing. For that reason, the effectiveness of our anti-discrimination laws cannot be measured by the comparatively few prosecutions that have taken place.

Who is Protected?

In varying degrees, all Canadians find some legal protection against discrimination in employment. The protection of the individual's rights and liberties contained in common law and the Criminal Code, for instance, applies equally to all without regard to race, colour, religion or national origin.

The Canadian Bill of Rights, within its jurisdiction, spells out the right of everyone to the basic freedoms, without any restriction based on individual differences.

However, in the specific area of fair employment practices there is no single law that protects everyone in this country against discrimination in employment at all times. In this area, as in others, our federal structure makes this impossible, since jurisdiction is often divided between the federal and provincial governments and all the authorities have not legislated to the same extent up to now. . . .

At the present time there are in force Fair Employment Practices Acts that cover those working in undertakings under the

jurisdiction of the federal Government and of six of the provinces—Nova Scotia, New Brunswick, Ontario, Saskatchewan, Manitoba and British Columbia.

The federal law is the Canada Fair Employment Practices Act, passed in 1953. Like other federal laws in the labour field, it applies, generally speaking, to employers and unions in businesses and industries within the legislative jurisdiction of the Parliament of Canada. For instance, the jurisdiction of the Act extends to such undertakings as railways, airlines, banks, broadcasting and telegraphs, and other undertakings of an interprovincial or international nature. About 500,000 employees are covered by its provisions.

The Act does not apply to employees of the Federal Government itself, but the federal Civil Service Commission, which governs the employment of about 200,000 federal employees across the country, follows an official policy of non-discrimination in hiring and in promotion and there is an anti-discrimination clause in the Civil Service Act. Section 33 of this Act states that the Civil Service Commission "shall not discriminate against any person by reason of race, national origin, colour or religion."

The FEP Act states that no employer shall refuse to employ, or continue to employ, or otherwise discriminate against any person in regard to employment or any term or condition of employment, because of his race, national origin, colour or religion. Further, an employer is not to use any employment agency which practices discrimination against persons seeking employment.

Employers are not to make written or oral inquiries or to use application forms relating to employment which express directly or indirectly any limitation, specification or preference based on race, national origin, colour or religion, except where based on a *bona fide* occupational qualification. There are similar provisions against discriminatory advertising.

The Act also forbids discriminatory actions by trade unions. No trade union may exclude anyone from full membership, or expel, suspend or otherwise discriminate against any of its members, or discriminate against any one in regard to his employment because of race, colour, national origin or religion. . . .

Each of the six provincial Acts applies to employers and unions within the boundaries of the province who are not within federal jurisdiction. They are all basically similar to the federal law already described, and protect persons against the same kinds of discrimination in the same circumstances.

34th Annual Meeting of the Canadian Chamber of Commerce

Plenary sessions on "Aspects of Canadian Welfare Program" and on international trade are the only two reported on here

Some 800 delegates from all parts of Canada attended the 34th annual meeting of The Canadian Chamber of Commerce, held in Quebec City October 6 to 9.

The theme of the meeting was "Program for Economic Growth." A session devoted to Canadian welfare programs and one on international trade are the only ones reported on here. The meeting adopted a policy declaration for the year ahead; it will be presented to the federal Cabinet, at which time it will be reported in the *Labour Gazette*.

The panel session on "Aspects of the Canadian Welfare Program" was under the chairmanship of W. J. Adams, Chairman of the Canadian Chamber's Health and Welfare Committee. Speakers were Dr. R. M. Clark, Professor of Economics, University of British Columbia, and C. A. L. Murchison, Commissioner, Unemployment Insurance Commission.

The panel session on "International Trade" was presided over by Dr. H. F. Hoerig, Chairman of the Canadian Chamber's Foreign Trade Committee. Speakers were Sir Nutcombe Hume, KBE, MC, London, England, Chairman, Charterhouse Investment Trust Ltd.; R. W. Macdonald, Detroit, Mich., Vice-President, International Division, Burroughs Corporation; and Carl A. Pollock, Kitchener, Ont., President, Dominion Electrohome Industries Limited.

President's Address

"Only through economic growth, firmly based and strongly buttressed, can we find answers to the economic problems that face us," said Victor Oland, Chamber President, in his keynote address to the convention. He pointed out that the theme of this year's annual meeting was "Program for Economic Growth."

One "great and growing" problem has to do with taxation, Mr. Oland said. The Canadian tax system has grown as a result of constantly increasing revenue needs at all levels of government. "The trend of government expenditures in Canada has shown an almost amazing upward trend in the postwar years. Per capita taxes, as a per cent of national incomes, have nearly doubled in a little more than thirty years, and expenditures have more than doubled."

When the tax burden bears so heavily on business that opportunities for growth

are destroyed, immediate action must be taken. "There is little, if any, recognition of the fact that a cut in tax rates can result in greater tax revenues. Forty-per-cent tax on \$100,000 amounts to more than a 50-per-cent tax on \$70,000.

"If the cut in tax rates reduces costs to the point where the product becomes competitive, domestically and abroad, then all the contributors to expanded sales will benefit—including government," the Chamber President said.

If government expenditures continue to rise at the pace of recent years, "a disproportionate share of the national product will be siphoned off into government channels, to the detriment of the private sector," he said.

The Chamber was particularly concerned that an ever-increasing share of government expenditure is being directed to the support of consumption at the expense of capital accumulation and investment. "If the Canadian economy is to maintain a satisfactory rate of growth, there must be more emphasis on increased savings, capital investment and productivity, and less on new welfare programs."

Mr. Oland reminded the delegates that a session of the meeting was being devoted to two matters in the field of social welfare: old age security and unemployment insurance.

General Manager's Report

To assure a winner, teamwork is necessary, and labour, business and government have an important role to play in working together toward the common goal of speeding our economic growth, said D. L. Morrell, General Manager of the Chamber, in his annual report.

"Step up our growth rate and the way is opened for jobs for all who wish to work, and for a better standard of living for everyone."

What is wanted, he said, is "a more co-ordinated effort by all members of Canada's economic team and a recognition of the common goal of increased economic growth."

In a review of the "national business scene," Mr. Morrell declared that, after an uncertain start in the first six months of the year, business throughout the nation is

now making new gains, and it appears that business will operate into 1964 with greater confidence.

Among the encouraging trends he listed these:

- The rise in new orders for machinery and equipment;

- The expansion in total capital spending;

- The heavy sales that, together with another bumper grain crop, will increase farm income to record levels;

- The revival in secondary manufacturing and the 20-per-cent rise in manufacturing export sales this year;

- The all-time record set by construction contract awards;

- The increase, possibly of more than 7 per cent, in corporate profits.

Although some forecasters anticipate a downturn in 1964, "present trends do not point in that direction," Mr. Morrell continued. "Forces now at work indicate a year of slowly rising business activity."

Canada is now in a stronger economic position than for some months, he said. "Our competitive position is improved since the dollars is no longer overvalued; we have had good gains in productivity and a relatively stable price level."

Then the Chamber's General Manager cautioned that the competitive advantage gained from the devaluation of the dollar was non-recurring, and that in the future, price and quality will be decisive in foreign markets. Additions to costs by such programs as the proposed wage-related federal pension scheme could check current successes in export markets.

Aspects of the Canadian Welfare Program

C. A. L. Murchison

The Unemployment Insurance Fund could be restored to solvency by implementation of certain recommendations of the Committee of Inquiry into the Unemployment Insurance Act and Regulations—the Gill Committee. C. A. L. Murchison, Commissioner of the Unemployment Insurance Commission, explained to the Chamber of Commerce annual meeting how the deficit in the Fund might be overcome.

Implementation of six of the Gill Committee's main recommendations would, Mr. Murchison had calculated, overcome the estimated annual deficit that would result from adoption of other reductions having the effect of reducing revenue.

The six recommendations were those dealing with broadening of coverage of the Act, withdrawal of coverage for fishermen,

... in a country which boasts one of the highest living standards in the world, there should be no citizen denied food, clothing, shelter and adequate medical care.

However, all too often in Canada the existence of these needs has been the excuse to introduce massive welfare plans which sweep all citizens within their scope, both those who need help and those who do not; which have tried to give something to every voter whether he needs it or not.

Under our parliamentary system, government bills involving handouts have always been passed by Parliament with little or only minor amendment. In the United States, on the contrary, no matter what was promised during an election, legislation is subjected to a thorough scrutiny, with public hearings and expert study. Administrative proposals can, and often are defeated when study in such detail proves them to be unsound.

Perhaps this accounts for the difference in welfare expenditures in Canada and the United States. The United States is, I submit, covering the areas of need at least as well as we are in Canada, and yet in Canada we spend 12 per cent of the total of personal incomes on welfare as compared with only 7 per cent in the U.S. and, incidentally, 8 per cent in Britain, the so-called welfare state.

—W. J. Adams, Chairman, Chamber of, Commerce Health and Welfare Committee

reduction of the maximum duration period for payment of benefits, reduction in the amount of seasonal benefit payments by removal of persons with a regular unavoidable off-season, reduction in allowable earnings while drawing benefit, and withdrawal of benefits now paid to claimants taking approved courses of vocational training.

In the most recent five-year period, 1958-63, Mr. Murchison said, the total amount paid in benefits was \$2,265,701,500, and the total revenue to the Fund from all sources was \$1,531,194,183. "It will thus be seen that the outgo exceeded income by \$734,507,317, an average annual shortfall of \$146,901,463. The job to be done is to produce legislation that will have the effect, ultimately, of closing the gap between outgo and income and thus restore solvency to the Fund."

He then, step by step, constructed for the meeting "what might be called an estimated profit-and-loss statement."

He began on the loss side of the ledger. One of the Gill Committee's recommendations was that government contributions to the Fund be discontinued. Another was that seasonal benefits no longer be a charge on the Fund. If these two recommendations had been in effect during the five years he had used as a base for his sample the net annual deficit would have been approximately \$96 million.

If benefit rates had been raised this deficit would have grown by another \$58 million but if contribution rates had also been increased, as also recommended, this addition to the deficit would have been cut back to \$6 million. The total deficit to this point would have been \$102 million.

He now turned to the profit side of the ledger and to the six recommendations that would increase revenue. If coverage had been broadened to include federal and provincial civil servants, municipal employees, employees of hospitals and charitable institutions, teachers, and those whose annual earnings exceed \$5,460, the net credit to the Fund during the five years would have been about \$51 million annually.

The annual average loss from fishermen's benefits has been \$9 million.

"On the basis of the experience gained over the last five years it is possible to estimate that the fixing of the maximum duration [of benefit] at 26 weeks would result in a saving to the Fund of approximately \$17 million a year."

The application of seasonal regulations such as those described by the Gill Committee would produce an annual saving to the Fund of \$38 million. "A plan based on insurance principles should be required only to provide indemnity for loss," Mr. Murchison said. "It cannot be held that a person has lost wages during an idle period when his past work pattern shows that he had no expectation of working during that period." He then distributed a chart to show the effect of the application of the suggested regulations.

The recommended reduction in allowable earnings to 25 per cent of the benefit rate would result in a saving to the Fund of an estimated \$5 million a year; the recommended discontinuance of benefit payments to persons undergoing training, and their replacement by training allowances from other sources, would relieve the Fund of an estimated \$5.7 million a year.

The total of these savings is \$125.7 million, compared with the figure of \$102 million on the other side of the ledger.

Mr. Murchison warned his hearers that the Gill Committee had made it clear that restoration of the Unemployment Insurance

Fund to a state of solvency could be achieved only by acceptance and implementation of all its main proposals on unemployment insurance. The Committee's recommendations offered, he said, "a package deal" whereby sound insurance principles might be fully restored to the unemployment insurance plan.

Dr. R. M. Clark

Proposed federal and provincial pensions legislation should be held in abeyance until a non-political committee can re-examine the question, the meeting was told by Dr. R. M. Clark* in a paper entitled "Old Age Security."

In a democracy, he said, "pensions belong in politics but should be discussed looking beyond immediate partisan welfare to the lasting benefit of the nation."

At the moment, instead of complementary legislation, the Quebec, Ontario and federal Governments each has legislation with a different approach, he pointed out.

The question today, Dr. Clark said, is: if a larger share of income is to be given to pensions, should it be done through employer plans or government pensions? To judge the competing policies he had established certain criteria:

1. The spending power of the retired population should at all times be a high fraction of the average consumer spending power for the whole nation.

2. To the extent that retirement spending power would result from private savings, there must be individual equity.

3. Individuals with incomes above subsistence level have a responsibility to save for their old age.

4. There should be means-test type of state assistance for the needy.

5. The residual role of government is to bridge the gap between the general spending power of the population as a whole and the spending power that can be provided by private resources of the retired population.

6. Since the capacity to provide pensions through private means is limited by earning levels during working years, and it will be more difficult to save if earnings are low, for most people born in the same year the differences in spending levels available after retirement will tend to be wider than during working years. The state should not widen these differences by relating benefits

*Professor of Economics, University of British Columbia, and author of *Economic Security for the Aged in the United States and Canada*, a two-volume report prepared for the federal Government in 1960.

to prior earnings; instead it should provide flat benefits with supplements based on a means test.

7. In an economy where the price level has risen, the private resources spending power varies inversely with age: the oldest retired will tend to have the lowest spending power, all the more so if the state has been slow to recognize its responsibilities in this area.

8. Pensions legislation should be as simple as is consistent with fairness.

9. Pensions legislation should be uniform in essentials across the nation. Pensions should not be a barrier to free movement anywhere.

10. Administration costs should be kept at a minimum consistent with benefits. (He estimated the cost of present federal old age pension at one third of one per cent, that of the proposed Canada Pension Plan at two per cent of benefits.)

11. Distribution of the costs of pensions in a government program should be as equitable as possible between successive generations. Despite initial political advantage, future generations should not be asked to subsidize their predecessors.

12. State pension plans should be financed in such a way that the public is aware of the costs so that they can choose among plans and even opt for lower taxes.

Among other statements made by Dr. Clark were these:

—There is a real need for reforming the means-test programs that we have in Canada.

—There needs to be a reform of the financing of the present flat-rate pension because the public cannot see who is paying for what.

—The present system of financing the flat-rate pension has been a failure; a minority of employers, the corporations, are profiting.

—The federal Government should stay out of contributory pensions with graduated benefits.

—There should be contracting out at the federal level if a present pension plan is superior.

In introducing the Canada Pension Plan, Dr. Clark charged that the federal Government made an obvious attempt to "head off" the Ontario and Quebec plans.

In the question period after his address, Dr. Clark said there were two ways to link pensions with the changing value of the dollar, by relating them to some index and by revising them from time to time.

He pointed out that the consumer price index had gone up 34 points but the old age pension had risen more than 50 per cent, from \$40 to \$75.

International Trade

At a plenary session on "International Trade," the subject was discussed by three speakers: from Canada, Britain and the United States.

The Briton, Sir Nutcombe Hume, KBE, MC, Chairman of the Charterhouse Investment Trust Limited, of London, said that the British exporter regards the Canadian market as more hostile to his products than almost any other in the world.

The American, R. W. Macdonald, Vice-President, International Division, Burroughs Corporation, criticized both his own and the Canadian Governments' attempts to discourage the export and import of capital.

The Canadian, Carl A. Pollock, President, Dominion Electrohome Industries, and Immediate Past President of the Canadian Manufacturers' Association, said that although the principle of free trade is "one to which we can all pay homage, its practical and unrestrained application at this time is hardly in the cards for Canada."

Sir Nutcombe Hume

At the outset of his address, Sir Nutcombe Hume emphasized that the health of world trade, the prosperity of peoples and markets "with whom we may not even do business," and the standard of living of the underdeveloped countries are vital factors in the future well-being of our economies. And the gap between the developed and the underdeveloped areas of the world is widening.

The disparity between the standard of living of those few of us fortunate enough to live in the industrialized west and the majority of mankind is horrifying. Aid cannot solve the problem, though it can contribute to an initial pump priming.

Stability of raw material and food prices through international agreement could eliminate the violent fluctuations which bedevil the economies of countries dependent on primary products, and an improvement in the terms of trade for the primary producer would obviously help. There is, however, no real chance of raising the standard of the hundreds of millions of people living in these underdeveloped countries substantially unless they industrialize rapidly and find export markets for their manufactured goods.

For them free trade on a reciprocal basis provides no answer. If the highly developed western countries take this problem seriously, as they should, they must be prepared to accept the inconvenience and hardship involved in accepting freely the manufactures of these countries while permitting them to protect their nascent industries heavily for the time being. . . . I see no other way in which the western world

can effectively help the underdeveloped countries to advance as rapidly as they should. On the closing of the gap between the "haves" and the "have nots," the future peace of the world, as well as its prosperity, may well depend.

Sir Nutcombe asked three questions:

1. Are we willing to make sacrifices in the interests of international trade as a means of improving the lot of humanity—as opposed to seeking merely our own immediate advantage from it?

2. Do we realize sufficiently the urgency and vital importance of such sacrifices in our own long-term interest?

3. Can the West afford indefinitely artificial restrictions of its trade with the Eastern bloc on ideological grounds? And how far is that desirable even on those grounds?

With the statements he had made thus far as background, he turned to a "more limited" problem: the trading pattern between the United Kingdom and Canada. It was here that he declared that the British exporter finds the Canadian market more hostile to his products than almost any other in the world.

"The advantages enjoyed by the American exporter from proximity and from similarity of consumer choice are understood and accepted, but if Canada is genuine in its wish to trade with the United Kingdom it is not unreasonable to expect that other obstacles should be minimized," he said.

R. W. Macdonald

Mr. Macdonald spoke on U.S. trade policy and objectives, U.S. capital investment in all areas of the world and U.S. foreign economic and military aid programs. These programs recognized the importance of self-reliance of the individual economies and, working together, the U.S. helped to promote increases in the internal standards of living, increases that were followed by substantial increases in foreign trade. He believed that the problem of trade was tied in with the problem of stimulation of economic activity of friends and allies and also of some who may not at the moment be considered as friends.

He emphasized that increases in economic activity, income and trade depend largely on increases in capital investment, from both internal and external sources. It was here that he criticized recent attempts by both the Canadian and American Governments to restrict the import and export of capital.

Carl A. Pollock

"Canada's desire to co-operate in furthering the objective of freer trade among the nations of the world must necessarily be reconciled with national policies designed to stimulate and develop rather than inhibit our all-important manufacturing industries," said Carl A. Pollock.

"The principle of free trade is one to which we can all pay homage, but its practical and unrestrained application at this time is hardly in the cards for Canada. I think it is essential that this be plainly recognized and honestly admitted."

The immediate objective of every major trading nation is to pay its way, i.e., "winding up each year in the black." But Canada has for the past decade been one of the least successful nations in this regard: the last year in which the value of her exports exceeded that of her imports was 1952.

The crux of Canada's balance-of-payments problem is the adverse balance run up each year with the United States, Mr. Pollock said. And a large part of the "enormous" deficit with the United States "results from the fact that Canadians are still buying in the States many items that could and should be made in Canada".

Because much of the purchasing in the United States is done by Canadian subsidiaries of U.S. companies, their co-operation in switching to or developing Canadian sources of supply wherever possible "is fundamental to any radical improvement in Canada's balance-of-payments position." An increasing number of companies are doing this and if more can be induced to do so, the resulting reduction in our adverse merchandise trade balance with the U.S. would open up many new job opportunities in Canada.

Mr. Pollock then said that a Canadian trade policy must rest on three fundamentals:

1. Expansion of manufacturing industry as the key factor in national growth and employment of a rapidly expanding labour force and in the continued growth of our population, not least through the retention in Canada of Canadians with the skills and abilities the country needs;

2. Reversal of annual deficits on the balance of payments current account; and

3. Continued co-operation with all other free nations in the promotion of trade, economic growth and fiscal stability.

95th Trades Union Congress

In one resolution urges General Council not to support any incomes restraint policy that did not control profits, and in another, declares complete opposition to any wages restraint

Close to 1,000 delegates, representing more than eight million members in 176 unions, met for the 95th Trades Union Congress in Brighton, England, from September 2 to 6.

On wage restraint and national economic planning, subjects of the major debate during the week-long conference, the delegates adopted three resolutions:

1. An amended policy statement on economic development, drafted by the General Council, that emphasized the necessity of an expansion of real purchasing power (before being amended, the statement had accepted the view of the National Economic Development Council that it was necessary to ensure that "money incomes as a whole—wages, salaries and profits—rise less rapidly than in the past");

2. A composite motion that urged the General Council not to support any incomes restraint policy that did not include control of profits and capital gains;

3. A brief resolution that "This Congress declares its complete opposition to any form of wage restraint."

The Congress also:

- Passed a resolution calling for the nationalization of industries such as steel, highway transport, aircraft, shipbuilding and electrical engineering.

- Endorsed the 40-hour week in place of the current work week of 42 to 44 hours.

- Expressed concern over evasions of the Factory Act, in that two of five accidents reportable under the Act were not being reported.

- Resolved to ask the Government to provide an immediate increase in pensions and benefits for sick, injured, widowed and retired persons.

- Was told by William Mahoney, Canadian Director of the United Steelworkers of America, fraternal delegate from the Canadian Labour Congress, that the trade union movement must find new ways of dealing with international corporations.

Fred Hayday, TUC Chairman, presided over the Congress. At the close of the convention, the General Council elected G. H. Lowthian as Chairman for the next year (see box). Mr. Lowthian is Chairman of the TUC regional Advisory Committee for the South of England.

Economic Planning and Wage Restraint

Much discussion at the convention centred on economic planning and wage restraint. After four hours of debate, the Congress overwhelmingly approved the General Council's report on economic development and planning, a report that supported participation in talks with the National Economic Development Council on wages, salaries and profits; adopted by a substantial majority a resolution rejecting any national incomes policy that did not include control of profits and capital gains; and, ignoring the recommendation of the General Council, carried by a slight majority a motion declaring complete opposition to any form of wages restraint.

The General Council's policy statement had to be amended before it could gain acceptance. Before amendment, it declared the Council's acceptance of the view of the N.E.D.C. that incomes must rise less rapidly than in the past. In the amendment, the words "the General Council accept the view of N.E.D.C." were deleted and the words about a less rapid rise in incomes were given as a statement of N.E.D.C.

The original statement read:

... The National Economic Development Council report on "Conditions Favourable to Faster Growth," while emphasizing the need to run the economy at a high level of demand and the social and economic advantages of full employment, drew attention to the ways in which a high level of employment coupled with a slow increase in productivity have affected wage costs and raised export prices faster than those of Britain's main competitors.

The General Council accept the view expressed in that report that it is necessary to ensure that money incomes as a whole (wages, salaries and profits) rise less rapidly than in the past . . . They also endorse the conclusion reached in the report that such a policy can succeed only if those concerned are convinced that it is a necessary part of a wider program for growth of real income, and that restraint by one section of the community will not result merely in a gain by other sections . . .

The amended report read:

The achievement of more rapid economic expansion would require more exports. This was why the N.E.D.C. pointed to the desirability of creating a situation in which money incomes (profits as well as wages and salaries) did not rise more rapidly than output. As the N.E.D.C. emphasized, the purpose of this would be to achieve a program of faster growth, and to secure a much faster rise in real incomes per head than in the past: even its present target of 4 per cent

New Chairman

The General Council elected G. H. Lowthian, MBE, CBE, as Chairman for the coming year. He is also Chairman of the TUC Regional Advisory Committee for the South of England.

Mr. Lowthian began his labour career as a bricklayer apprentice. He joined the Amalgamated Union of Building Trade Workers in 1928 and became the Union's General Secretary in 1951. He was elected to the TUC General Council in 1952.

He was recently Chairman of the TUC group on the Minister of Labour's National Joint Advisory Council, which concerns itself with employment and industrial relations. He has been much interested in social welfare, especially in health and social insurance. He is a Director of Remploy, a non-profit company set up to permit disabled persons to obtain and retain suitable employment, and was Chairman of the Industrial Training Council in 1960-61, having served on this body since its founding. In January 1963, the new TUC Chairman was appointed a part-time member of the British Transport Docks Board.

per annum (and the aim must be to raise this target) would enable real incomes to be doubled in a little over 20 years.

... One of the necessary factors in economic growth must, indeed, be an expansion of real purchasing power. To restrain real increases in wages and salaries could defeat such a program.

Equally, to allow prices and profits to rise unchecked would undermine the foundations of a policy of planned growth . . .

Strong opposition to the original statement came from the leaders of some of the strongest and largest unions, including Frank Cousins, General Secretary of the Transport and General Workers' Union of 1,330,000 members; E. J. "Ted" Hill, General Secretary of the United Society of Boilermakers; and Sir William Carron, President of the 1,000,000-member Amalgamated Engineering Union.

In appealing for acceptance of the General Council report, George Woodcock, TUC General Secretary, seemed to be directing his speech to union members rather than to their leaders. He told the Congress: "We want to expand production. We want to avoid inflation, increase economic growth, and to create a situation in which expanding trade opens up opportunities for unions to increase wages, leisure, and benefits for their members."

After Mr. Woodcock had spoken, J. K. Dutton, General Secretary of the Association of Scientific Workers, introduced the composite motion. The resolution expressed concern over the N.E.D.C. advocacy of policies to ensure that wages, salaries and profits rise substantially less than in the past because experience had shown that such policies did not limit profits or capital

gains, only wages and salaries. The motion also urged the General Council to refuse to give support to any government incomes policy that did not include control of profits and capital gains.

Then, so that all three resolutions could be debated together, the resolution opposing any form of wage restraint was introduced by E. J. Hill, General Secretary of the United Society of Boilermakers.

In the debate, some union spokesmen said they saw no contradictions in the three motions, and would vote for all three. Others said their union would vote for the General Council's report and the composite motion but not for the Boilermakers' resolution. And others said they would vote for the Boilermakers' motion and the composite resolution but against the Council's report, because it was not compatible with the motions.

Frank Cousins told the delegates the TGWU would support the General Council's report, the resolution by the Boilermakers, and the composite motion by the Scientific Workers. He emphasized: "However much we disguise it, we as trade unionists will not be a party to wage restraint." Mr. Cousins modified his stand by adding that, should a Labour Government come to power, he would agree to wage restraints if requested by such a government to do so.

Card votes* were called on all three motions. The General Council's report was approved 7,474,000 to 629,000, a majority of 6,845,000. The composite motion was approved by 5,994,000 to 2,015,000, a majority of 3,979,000. The Boilermakers' resolution was carried, 4,283,000 to 3,903,000, a majority of 380,000.

The Congress, in a motion following the wage-restraint debate, opposed any attempt by a government to override union negotiation machinery by referring agreements to the National Incomes Commission, and declared that unions would refuse to accept decisions by the Commission on matters arbitrarily referred to it.

Chairman's Address

"If our faith in planning is sustained, and if it is reinforced by evidence that other sections of the community are ready to comply with the requirements of planning, we will prepare ourselves for adjustments in our policies and our practices to suit the changing situation," declared Fred Hayday, Chairman of the TUC General Council, in his address opening the conference. Nobody in Britain today denied the need for economic planning, he said.

* Trades Union Congress delegates vote for the entire membership of their unions.

Referring to the Government's proposals for the planning of economic growth as devised by the National Economic Development Council, Mr. Hayday pointed out that planning did not end with the production of a blueprint that would be intended to last a lifetime; it called for continuous shaping and reshaping of plans.

This posed special problems for the unions, however, unless they were continuously supplied with reliable information on which to base their programs, he stated. Also, in a democratic movement, it was not enough to draft a plan, "it must become known and understood and acceptable to all who will have a hand in carrying it through to success."

For unions to play this part, it might be necessary for them to engage and train more specialists for research, education, and publicity than they have been accustomed to in the past. This could result in heavy drains on the financial resources of some unions, Mr. Hayday pointed out. He then proceeded to offer a suggestion on how this problem might be solved: amalgamation of unions, with the attendant pooling of resources.

Amalgamation, however, should not be imposed, it should be voluntary and subject to democratic acceptance. Comparing union amalgamations with those in industry, he asserted: "There are no take-over bids in trade unionism. What is more, it is an oversimplification of the problem to believe that a series of straightforward mergers is its only solution." He said he was impressed by the willingness of union leaders to examine the possibilities in structural changes in their unions.

Dealing with collective bargaining, he urged that it not be confined to the pay envelope, but that bargaining and joint consultation be made to embrace a wide range of issues of mutual concern, such as safety and health, procedures for promotion and dismissals, and the training of new recruits of any age.

The TUC leader pointed out that unions were too often still at a disadvantage in various areas of economic activity, quoting industrial research as an example. If they could participate in industry's research efforts to the proper extent, they would be able to assess the value of new materials and techniques, and play their role in the promotion of progress.

Nationalization

The conference adopted, with only little debate, two resolutions on nationalization and referred three others to the General Council.

Small TUC Membership Gain

TUC membership rose by 2,457 to 8,315,332, compared with an increase of 13,000 the previous year. Had the Association of Broadcasting Staffs not affiliated with the Congress, there would have been a net decrease this year of about 6,500 members.

Women members increased by 28,957, despite a reduction of 10,748 in the cotton industry. Male membership dropped by 26,500.

The largest increase has been among non-manual workers, with a rise of 24,002, for a new total of 310,681, giving it 10th place for size among the 18 TUC membership groups.

The delegates unanimously passed a resolution calling for public ownership of industries such as road transport, aircraft, steel, shipbuilding, and electrical engineering.

The TUC reiterated its belief in the "popular control of key industries as a means for creating a more democratic society" The resolution asked that there be an element of public ownership and control of privately owned industries that required state aid.

Motions calling for the nationalization of industrial life insurance, the construction industry and the pharmaceutical industry were referred to the General Council.

Other Resolutions

Endorsing a 40-hour work week in place of the current week of 42 to 44 hours, the Congress believed the shorter work week was essential because of technological developments. A composite motion was adopted that recommended approaches to the Government and employers' organizations, and underlined Congress determination to press for the 40-hour week.

Debating social insurance and industrial welfare, delegates were disturbed over disclosures made in the House of Commons that the Factories Act was being evaded—two out of five accidents reportable under the Act were not being reported.

The Congress resolved to request that the Government provide an immediate increase in pensions and benefits for sick, injured, and retired persons. It also reaffirmed its objective of securing a national occupational health service, and passed a composite motion urging the General Council to press for such a service and for it to conduct an inquiry into the effects on health of various new materials and compounds used in various industries.

William Mahoney

The trade union movement in the industrialized areas of the world must find new ways of dealing with large international corporations, William Mahoney, Canadian Director of the United Steelworkers of America, who was fraternal delegate to the TUC from the Canadian Labour Congress, told the delegates. Unions must co-operate internationally to bargain effectively with such firms, he pointed out. This was an important reason why Canadian workers joined international unions.

Tracing union history, he explained the connection between Canadian and United States unions, and then outlined the progress and set forth the status today of

organized labour in Canada, and the peculiar problems that have always confronted it.

The trend of unions in Canada, he said, was not to have a great variety of services provided by a central labour congress—although the Canadian Labour Congress did provide certain centralized services, even if these were not elaborate—but the development of a pattern of fewer but larger units, “each of which has a well-developed Canadian headquarters’ staff specializing in the problems of one industry or group of associated industries.”

The United Steelworkers policy was an example of this trend; Canadian members of this international union were given service from Canadian headquarters in Toronto, and United States members received service from the Pittsburgh headquarters.

British Contracts of Employment Act

British workers given statutory right to notice on termination of employment. Similar provisions in Canadian laws compared

Legislation designed to give employees greater job security was recently passed by the British Parliament. When the Act is declared in force, workers to be discharged will have to be given notice, graduated according to length of service, with a minimum of one week.

Previously, most manual workers in Britain received a notice of only one week, regardless of their length of service, and in industries such as construction and ship-building they could be dismissed without any notice.

Legislation with similar provisions exists in only three provinces in Canada—Manitoba, Saskatchewan and Quebec. The compulsory notice period is one week in Saskatchewan; in the other two provinces it varies with the pay period. The remaining provinces follow the common-law principle that reasonable notice must be given by either side.

This year's International Labour Conference adopted a Recommendation concerning termination of employment, which sets out terms of dismissal; among other standards, it provides for a reasonable period of notice or compensation in lieu of notice and, where practicable, for time off during the period of notice to find other employment.

To deal with another aspect of termination of employment—where it is caused by technological change—a new Manpower

Consultative Service is being set up in the Department of Labour to assist employers and unions who are facing this problem.

Contracts of Employment Act, 1963

The Contracts of Employment Act, 1963, was given Royal Assent on July 31 but at the time of writing had yet to be declared in force.

The Act has a twofold purpose: it establishes a minimum period of notice to terminate employment and requires employers to give their employees a written statement detailing the main terms of the employment contract.

The Act will apply generally, to employment in both industry and commerce. It covers any employee who normally works for his employer for 21 hours or more in a week. The Minister of Labour may, however, by order reduce below 21 the weekly hours of employment necessary to qualify for rights under the Act.

Minimum Period of Notice—Under the Act, an employee is entitled to receive and is required to give notice after 26 weeks or more of continuous employment with one employer. The period of notice that must be given by an employer varies with the employee's length of service. An employee is entitled to at least one week's notice if his period of continuous employment is less than two years. After two years continuous employment, the employee

has a right to at least two weeks notice, and after five years, to at least four weeks notice. Rules for determining the length of an employee's period of employment, and for seeing whether it has been continuous, are set out in Schedule 1 of the Act.

All workers who leave their jobs after being continuously employed for 26 weeks or more must give at least one week's notice. This period does not increase with length of service.

The law would not preclude either party from waiving the right to notice or from accepting a payment in lieu of notice. The Act also permits employment contracts to be terminated, by either party, without notice when the conduct of the other warrants it.

Computing the Period of Employment—Schedule 1 of the Act provides that an employee's period of employment is to be calculated in weeks, and periods preceding the date on which the Schedule comes into force are to be counted.

A week in which the employee works for 21 hours or more or is under a contract that normally involves employment for 21 hours or more weekly counts toward his period of employment. A week in which an employee is away sick or is absent because of a lay-off or circumstances such that he is regarded as continuing in employment will still count, even though he works for fewer than 21 hours or is not under a contract that normally involves employment for 21 hours or more weekly; but a period of sickness will break the continuity of employment if it exceeds 26 weeks.

Absence due to a strike or lockout before the Act comes into force will not affect the continuity of employment; but after the Act comes into force, continuity will be broken if the employee takes part in a strike that is in breach of his contract of employment. Continuity is not broken when an employee's absence from work is due to a lockout by the employer.

In certain cases (e.g., where a business is transferred to another person, or an employer dies and his business is continued by his personal representatives or trustees, or where there has been a change of partners) a change of employer is not to affect the employee's continuity of service.

Minimum Pay during Period of Notice—Provisions affecting an employee's right to pay during the period of notice are set out in Schedule 2 of the Act. These set out the entitlement of employees who during the term of notice do not work their normal working hours because of shortage of work, illness, or holidays and of employees, such as commercial travellers, who do not have

normal working hours. The principle underlying these provisions is that the employee should be paid not less than he would have received had he worked his full normal hours.

The employer's liability does not apply where the employee has a right under his contract of employment to notice that is at least a week longer than the minimum required by the Act.

An employee who has normal working hours and who works at least those hours during the period of notice must be paid his regular pay. The rights of such employees, who constitute the great majority of workers, are safeguarded by their contracts of employment, and no reference is made to them in the Schedule.

With regard to absence due to shortage of work, illness or holidays, the Act distinguishes between cases where the employee's pay does not vary with the amount of work done, i.e., where the employee is paid on a time basis, and cases where remuneration varies in amount with the work done, e.g., where the employee is on a piece-rate system or is paid by commission.

When wages do not vary with the amount of work done, and the employee takes his holidays or is away sick during the period of notice, or no work is provided for him by his employer, he is entitled to a sum equal to the amount payable had he been actively employed for full normal working hours.

When wages vary with the amount of work done, the employee in similar cases must be paid his average hourly rate of pay in the period of four weeks ending with the last complete week before notice was given. Sick pay, holiday pay or any other payments made by the employer to the employee must be taken into account in the calculation of the employer's liability. The employer's liability does not arise unless and until the employee leaves the employer's service.

Employees who do not have normal working hours are entitled to be paid for each week of the period of notice at their average weekly rate during the 12-week period ending with the last complete week before notice was given. Weeks in which the employee worked fewer than 21 hours are not considered. The average must be based on at least eight weeks and, where necessary, weeks before the start of the 12-week period may be taken into account.

The obligation to make such a payment depends upon whether the employee was ready and willing to do work of a reasonable nature and amount. The employee,

however, is entitled to payment for periods missed due to sickness or injury and for absence while on authorized holidays.

The employer would not be liable for any period during which the employee was on requested leave, nor would he be liable if, after giving notice to terminate the contract, the employee took part in a strike.

Written Particulars of Employment Terms—In order that workers may have a clear understanding of the terms on which they are employed, an employer is required to give each employee who normally works for him at least 21 hours weekly a written statement of the main terms of his employment, unless the terms are already set out in a written contract. The statement is to be given not later than 13 weeks after the employment begins.

The statement must contain the names of the parties, the date employment began, the rate of pay and the intervals at which it is paid, conditions relating to hours of work, holidays and holiday pay, sickness and sick pay, pensions and the length of notice to be given by either party. The Minister of Labour may add to the list of terms about which written particulars must be given. If there are no particulars to be entered concerning any of these matters, the statement must say so.

When the employment contract is for a fixed term, the expiration date must be stated. If there is any change in the relevant terms of employment, the employer must inform the employee within a month after the change. A statement may refer the employee for some or all of the terms of his employment to another document (such as a collective agreement or a notice) provided that it is reasonably accessible to the employee. If the employer undertakes to keep the document up to date by recording future changes as they are made, the employee need not be notified so long as each change is recorded within one month.

If an employee resumes work with the same employer after an interval of six months or less on the same terms as before, a new statement need not be given.

Persons already in employment on the date this section of the Act is brought into force must be given a statement containing the required particulars within 13 weeks after that date. A written statement need not be given to any employee whose employment terminates before the end of the 13-week time limit set by the Act.

The penalty for failure to comply with the requirements regarding written statements or for the making of a false statement is a fine, not exceeding £20, or, for repeated failure to comply, a fine not

exceeding £100. Provisions as to offences impose liability on both company officials and the company.

Exclusions—The provisions of the Act do not cover registered dockworkers and certain classes of fishermen and seamen. The Minister of Labour is empowered, by order, to alter or revoke these exclusions and to exclude other categories of employments from the Act.

Effect of Act—In discussing the Contracts of Employment Bill in the House of Commons, the Minister of Labour stated that at present the majority of manual workers in Great Britain had a right to only a week's notice, no matter how long their service, and in some industries, such as construction and shipbuilding, workers could virtually be dismissed without notice. He said that the Government for the first time was intervening in the contracts between employers and workers, and that millions of workers would benefit from the right to notice conferred by the Bill.

With regard to the contention that many employees in certain industries with a high labour turnover would not benefit from the right to notice, because they would not have the necessary 26 weeks service, the Government emphasized that in laying down a statutory minimum, regard must be had to the whole field of employment, and that one outcome of the Bill might be that, by the laying down of a statutory limit, better arrangements by way of collective agreements would be encouraged.

Canadian Provisions Concerning Notice

Until now, legislation with similar provisions has not been widely adopted in Canada. Three provinces, however, have enacted some provisions dealing with notice.

In its Employment Standards Act, Manitoba prohibits the termination of employment without notice that is at least as long as the period in respect of which one regular instalment of wages is paid. The requirement is applicable to both employers and employees.

Shorter notice is permitted when there is an established practice of which there is general knowledge on the part of the employees. To establish such a practice, each employee must receive written notice of the terms of the practice from the employer, who must also post a notice in a conspicuous place setting out the terms of the practice. One month after the above requirements are met, the practice becomes established. Each new employee must be informed of the practice by written notice at the start of employment.

If wages are paid less often than once a month, reasonable notice must be given. Notice of termination is not required if an employee is hired for a fixed period.

Under a procedure laid down in the Act, complaints alleging termination of employment without proper notice may be referred to the Minister of Labour for settlement.

Under the provisions of the Saskatchewan Minimum Wage Act, an employee who has been employed continuously for a period of three months or more may not be discharged or laid off, except for just cause, unless he has been given at least one week's written notice. A week's wages may be paid in lieu of notice.

For the period of notice, the employee must be paid the amount he actually earned during the week or be paid a week's normal wages exclusive of overtime, whichever is greater. Where the weekly wage of an employee varies, his normal weekly wage is to be calculated by averaging his earnings in the four weeks prior to the notice, discharge or layoff date, exclusive of any payment for overtime.

The provisions of the Act do not affect provisions in a contract of service calling for more than one week's notice or more favourable compensation during the notice period.

In Quebec, Section 1668 of the Civil Code requires domestic servants, journeymen or labourers hired for an indefinite period by the week, month or year, to give or be given notice to terminate their employment. Employment by the week calls for at least a week's notice, by the month at least two weeks notice, and by the year at least one month's notice. The employer may discharge his duty to give notice by making a payment to the employee equal to the wages he would have earned during the notice period.

Under the Quebec Collective Agreement Act, several decrees require notice to be given on termination of employment.

The remaining provinces follow the common-law principle of reasonable notice by either party. The term "reasonable" is usually determined by the normal pay period.

ILO Recommendation

In the international field, the Forty-Seventh Session of the International Labour Conference (1963) adopted a Recommendation concerning termination of employment at the initiative of the employer (L.G., Aug., p. 689).

On the matter of notice, the Recommendation proposes that not only should a worker whose employment is to be

terminated be given a reasonable period of notice or compensation in lieu of notice, but that he should, as far as practicable, be granted a reasonable amount of time off, without loss of pay, during the period of notice, to find other employment. On termination, he should be entitled to receive on request a certificate from the employer setting forth the dates of engagement and termination, and the type or types of work on which he was engaged.

A further provision states that, in case of dismissal for serious misconduct, a period of notice need not be required, but in such circumstances dismissal should take place only where the employer cannot in good faith be expected to take any other course, and only after the employee has had a chance to state his case. The employer would also be expected to act within a reasonable time after becoming aware of the worker's misconduct. A worker's right to appeal against dismissal would be deemed to be waived if an appeal was not instituted within a reasonable time after notification.

The Recommendation also deals with the problem of the reduction of the work force and suggests certain means of averting, or minimizing, the effects of the reduction.

Manpower Consultative Service

As part of a government program to deal with unemployment, training and employment security, the Department of Labour of Canada has recently set up a Manpower Consultative Service to assist employers and unions who are faced with serious problems of worker displacement and unemployment as a result of technological change. This program is based on a recognition that the primary responsibility for dealing with technological change and its impact at the plant or office level rests with management and labour, but that the Government, through advice, assistance and the provision of an appropriate financial incentive, can play an effective part in the encouragement of research and in coordinating the work of government placement and training agencies.

The program requires joint consultation and research by management and unions before any manpower displacement occurs. The Minister of Labour, through the Manpower Consultative Service, upon receiving advance notice of industrial changes that will have adverse effects on employment, is authorized to provide a research incentive, i.e., to pay one half of the costs incurred in studying the manpower effects of the changes and in the development of appropriate manpower adjustment programs.

(Continued on page 1020)

Employment and Unemployment, October

Employment was maintained from September to October this year; in previous years it has almost always declined during this period. An estimated 6,576,000 persons were employed in October, compared with 6,565,000 in September.

Unemployment increased seasonally by 15,000 during the month to an estimated 265,000. Unemployment in October represented 3.9 per cent of the labour force compared with 4.3 per cent a year earlier and 4.9 per cent two years ago. In September the rate was 3.7 per cent.

Seasonally adjusted, the October unemployment rate was 5.3 per cent, unchanged from the previous month.

From a year earlier, employment was up 250,000 or 4.0 per cent, and unemployment down 18,000.

The estimated labour force in October was 6,841,000, an increase of 232,000, or 3.5 per cent, from a year earlier.

Employment

Between September and October, non-farm employment showed an above average increase for the period, offsetting the usual large seasonal drop in farm employment. In non-farm industries, employment rose by 57,000, which compares with an average September-October increase of 25,000 during the past five years.

During recent months job opportunities for women have increased substantially, largely as a result of expansion in the service industries. In October the number of employed women was higher by 136,000, or 7.8 per cent, than a year earlier; employed men increased by 114,000, or 2.5 per cent.

Employment increases in service and manufacturing accounted for most of the year-to-year gain in total employment. Increases occurred also in construction and trade. In the primary industries, employment levels showed no appreciable change over the year.

Employment was considerably higher than a year ago in all regions, except in the Atlantic region, where there was little change. Quebec showed the largest increase, 5.8 per cent.

Unemployment

Unemployment rose from 250,000 to 265,000 between September and October, a normal increase for this time of year. The increase was mainly among men 25 to 44 years of age.

Of the 265,000 unemployed, some 192,000 had been unemployed for three months or less. An estimated 30,000 had been seeking work from four to six months, and 43,000 for seven months or more.

Unemployment rates were somewhat lower than last year in all five regions.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	Oct. 1963	Oct. 1962	Oct. 1963	Oct. 1962	Oct. 1963	Oct. 1962	Oct. 1963	Oct. 1962
Metropolitan.....			5	6	7	6		
Major Industrial.....	2	1	13	18	11	7		
Major Agricultural.....			2	2	12	12		
Minor.....	1	1	16	21	39	36	2	
Total.....	3	2	36	47	69	61	2	

CLASSIFICATION OF LABOUR MARKET AREAS—OCTOBER

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		Calgary HAMILTON ← Quebec-Levis St. John's Vancouver-New Westminster-Mission City	Edmonton Halifax Montreal Ottawa-Hull Toronto Windsor Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	LAC ST. JEAN ← Oshawa	CORNER BROOK ← CORNWALL ← FARNHAM-GRANBY ← Joliette Moncton NIAGARA PENINSULA ← Rouyn-Val d'Or Saint John Shawinigan Sherbrooke Sydney Trois Rivières VICTORIA ←	Brantford Fort William Port Arthur Guelph Kingston Kitchener London NEW GLASGOW Peterborough Sarnia Sudbury Timmins-Kirkland Lake	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		RIVIERE DU LOUP ← Thetford-Lac Megantic and Ville St. Georges	Barrie Brandon Charlottetown Chatham Lethbridge Moose Jaw NORTH BATTLEFORD ← Prince Albert Red Deer Regina Saskatoon Yorkton	
MINOR AREAS (labour force 10,000 to 25,000)	PRINCE GEORGE- QUESNEL ←	BATHURST ← Campbellton ← CHILLIWACK ← Dawson Creek DRUMMONDVILLE ← Gaspé Lindsay OKANAGAN VALLEY ← PRINCE RUPERT ← RIMOUSKI ← St. Agathe St. Jerome ST. JEAN ← St. Stephen ← SOREL ← Valleyfield VICTORIAVILLE ←	Beauharnois Belleville-Trenton Bracebridge Brampton Bridgewater Central Vancouver Island Cranbrook Dauphin Drumheller Edmonton FREDERICTON Galt Goderich Grand Falls Kamloops Kentville Kitimat Lachute-St. Therese Listowel Medicine Hat Montmagny Newcastle North Bay Owen Sound Pembroke Portage la Prairie Quebec North Shore St. Hyacinthe St. Thomas Sault Ste. Marie Simcoe Stratford Summerside Trail-Nelson Truro Walkerton Woodstock, N.B. Woodstock-Tillsonburg Yarmouth	Swift Current Weyburn

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 491, June issue.

Latest Labour Statistics

Principal Items	Date Oct. 19/63	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Total civilian labour force</i> (a).....(000)	October	6,841	+ 0.4	+ 3.5
Employed.....(000)	October	6,576	+ 0.2	+ 4.0
Agriculture.....(000)	October	660	- 6.5	+ 1.7
Non-agriculture.....(000)	October	5,916	+ 1.0	+ 4.2
Paid workers.....(000)	October	5,414	+ 0.6	+ 4.1
At work 35 hours or more.....(000)	October	(1) 3,872	-31.0	-29.9
At work less than 35 hours.....(000)	October	(1) 2,515	+234.0	+286.3
Employed but not at work.....(000)	October	189	- 5.0	+21.9
Unemployed.....(000)	October	265	+ 6.0	- 6.4
Atlantic.....(000)	October	41	+20.6	- 2.4
Quebec.....(000)	October	100	- 7.4	- 8.3
Ontario.....(000)	October	66	+15.8	- 3.0
Prairie.....(000)	October	26	+13.0	-10.4
Pacific.....(000)	October	32	+14.3	- 8.6
Without work and seeking work.....(000)	October	253	+ 6.8	- 5.3
On temporary layoff up to 30 days.....(000)	October	12	- 7.7	-25.0
<i>Industrial employment (1949=100)</i>	August	129.9	+ 1.7	+ 2.3
Manufacturing employment (1949=100).....	August	119.9	+ 2.6	+ 2.0
<i>Immigration</i>.....1st 9 Mos.	1963	69,344	—	+22.6
Destined to the labour force.....1st 9 Mos.	1963	34,730	—	+21.8
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	October	81	+28.6	+92.9
No. of workers involved.....	October	24,861	+159.4	+149.7
Duration in man days.....	October	137,450	+59.0	+27.2
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.)..	August	\$83.27	0.0	+ 3.1
Average hourly earnings (mfg.).....	August	\$ 1.93	0.0	+ 3.8
Average hours worked per week (mfg.).....	August	40.9	+ 0.5	- 0.2
Average weekly wages (mfg.).....	August	\$78.86	+ 0.6	+ 3.5
Consumer price index (1949=100).....	October	133.6	+ 0.1	+ 1.6
Index numbers of weekly wages in 1949 dollars (1949=100).....	August	141.6	+ 1.0	+ 1.7
Total labour income.....\$000,000.	August	1,871	+ 2.2	+ 6.7
<i>Industrial Production</i>				
Total (average 1949=100).....	September	204.3	+ 7.8	+ 5.5
Manufacturing.....	September	182.8	+ 8.4	+ 5.4
Durables.....	September	181.6	+14.1	+ 5.8
Non-durables.....	September	183.8	+ 4.1	+ 5.0
<i>New Residential Construction</i> (b)				
Starts.....	October	11,099	+ 1.6	+ 2.1
Completions.....	October	10,851	+ 0.3	- 7.7
Under Construction.....	October	70,278	+ 0.3	+12.3

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

(1) The distribution by hours worked for the week ended October 19, 1963 is abnormal due to the presence of thanksgiving in the reference week.

International Seminar on Vocational Rehabilitation

World Commission on Vocational Rehabilitation, of which Canada's National Co-ordinator is Chairman, meets in Denmark

The World Commission on Vocational Rehabilitation held its first International Seminar on Vocational Rehabilitation in Copenhagen last July, after the Ninth World Congress of the International Society for Rehabilitation of the Disabled.

The WCVR was established in 1960 as an integral unit of the International Society. Ian Campbell, National Co-ordinator of Civilian Rehabilitation, Canada, is Chairman.

Among the concerns of the WCVR are employment of the handicapped, vocational guidance and counselling, vocational training, vocational selective placement, sheltered employment, homebound employment, rehabilitation in workmen's compensation and social insurance programs, and prevention of permanent disability.

In his opening remarks, K. Bundved, Minister of Social Affairs in Denmark, stated:

It is natural that the problems concerning vocational rehabilitation in the various countries must be definitely influenced by the structure of the economy and progress in technical development and administrative traditions. Nevertheless, each country participating in this task is confronted with common basic problems.

Many of these common problems come from the fact that successful solution is dependent upon a full understanding of the real meaning of rehabilitation followed by effective co-ordination between many professions, and between government and voluntary organizations.

Co-ordination of Vocational Rehabilitation Services—In discussion of a paper on co-ordination of vocational rehabilitation services, it was generally conceded that co-ordination must take place at two levels: at the administrative level and at the case, patient or individual level.

It was thought that there are three major requirements for effective co-ordination at the administrative level. There must be:

1. One central authority in the community responsible for the rehabilitation of the handicapped;
2. An interdepartmental committee within government composed of the central authority and a senior officer from each of the departments and ministries concerned with vocational rehabilitation; and
3. A communication mechanism in the form of a council or committee composed of representatives from government and the voluntary agencies, with the central authority a member,

to determine and evaluate the objectives and services of all existing agencies, to develop good lines of communication between existing agencies, and to determine the need for new services and recommend priority in their implementation.

Co-ordination at the case level requires a central authority with sufficient staff to provide a case-co-ordinating service to the individual handicapped person, and to be responsible for:

- (a) assisting the individual in the development of a realistic rehabilitation objective in co-operation with all agencies concerned;
- (b) enabling the individual to utilize his own and all existing resources in the community in an integrated manner to achieve the planned employment objective;
- (c) follow-up to ensure achievement of the objective or to alter the objective as dictated by changes in circumstances of the individual and his environment.

Training for Vocational Rehabilitation Counsellors—A paper on training for vocational rehabilitation counsellors stated that the prospective vocational rehabilitation counsellor should have training in social work and in business administration.

Many participants believed that training in social work provided the best base for the prospective vocational rehabilitation administrator.

Training for Vocational Instructors—The paper on training for vocational instructors concluded that:

1. A certain system should be developed in each country for minimum standards of required qualifications for different vocational teachers and instructors.
2. It is easier to give the necessary teacher training to a skilled worker than to teach the skills to a qualified teacher.
3. The vocational teacher should have at least six years experience in industry—and keep it up to date—and basic teacher training.
4. The vocational instructor who will be teaching any handicapped persons should have the opportunity of learning the limitations and capacities of different categories of handicapped persons.

Training for Supervisory Personnel in Sheltered Workshops—Dr. A. A. Heering of The Netherlands said that supervisory people in sheltered workshops must have a good knowledge of the resources in the community and the ability to use them effectively. Dr. Heering told of the special

(Continued on page 1020)

Study of the Problems of Aging

Commission on Moral Issues and Social Problems of the Board of Evangelism and Social Service of the Baptist Convention of Ontario and Quebec publishes comprehensive study of aging

A comprehensive study of the many problems of aging, sponsored by the Commission on Moral Issues and Social Problems of the Board of Evangelism and Social Service of the Baptist Convention of Ontario and Quebec, was published earlier this year.

The study, by Winnifred M. Rosewarne of Ottawa, covered many aspects of the broad field of aging in Canada, including employment of the older worker, social security, retirement and preparation for retirement, health, housing and institutional care, and recreational services.

Mrs. Rosewarne pointed out that youth has been glorified out of all proportion to its usefulness to society. She stated that this has given rise to many false ideas about older people, the so-called "Myth of Old Age." She emphasized the need in our society for considering older persons as individuals rather than as a group.

In discussing the employment difficulties of older workers, the author explained that the myth about older workers has influenced many employers to such an extent that even people of 40 can experience difficulty in finding employment. She refutes many of these myths by pointing out that industrial studies show that:

1. There is lower labour turnover among older people. Thus decreases in labour costs can be made by hiring and retaining older workers;

2. Productivity often reaches its peak in the fifties;

3. Absenteeism rates are lower among older workers;

4. Accident rates are lower among older workers;

5. Increased costs to pension plans of hiring a limited number of older workers is likely to be insignificant in relation to total pension costs and this is offset by the productivity and general stability of the older worker;

6. Learning ability does not depend upon chronological age.

Mrs. Rosewarne dealt with the need of many people in their sixties or older to keep actively employed. She suggested that idleness could cause erosion of the personality.

For retired people she had several ideas for active use of leisure time:

1. Attend night classes for adult education in the high schools or at universities;

2. Pursue some study that the retired person never had time for previously, but always wished to do;

3. Prepare a family geneology and history;

4. Participate in community efforts;

5. Participate in church activities;

6. Organize a "handy-man club" which will do gardening, painting, window cleaning, etc.

7. Pursue a hobby, not just for killing time, but one that arouses the enthusiasm of the hobbyist. Hobbies can sometimes be money-makers.

8. Consider learning and enjoying a second career.

The author of the study also had some sound economic advice for working people in preparing for eventual retirement. She suggested consideration of the following:

1. Participation in a pension plan or purchase of government annuities during productive years;

2. Taking out life insurance early in life while premiums are low;

3. Buying a home; a paid-up home can be a valuable asset for old age. (The study shows that in 1951, about half of those over 60 owned their own homes). If the home is too large for an old couple, part of it may be rented and become an added source of income.

Commenting on the needs in the fields of geriatrics and gerontology, the author stated: "The medical profession at large has a responsibility for procuring good health for old age. It has prolonged the life span, but more research needs to be done in gerontology and geriatrics to make those added years healthy ones. It is no benefit to anyone or to society just to keep people alive into their eighties or nineties unless the time so gained is to some extent comparable with the previous span in enjoyment and in purpose"

A considerable section of the report dealt with the subject, "Housing for the Aged." This section described in considerable detail the provisions for housing and institutional care for the aged in certain areas of Canada.

Pertinent excerpts from this study are available in mimeographed form, at no charge, from the Division on Older Workers, Department of Labour, Ottawa.

Women Engineers in the U.S.S.R.

About 29 per cent of engineers and close to 35 per cent of engineering students in the U.S.S.R. are women, report shows

About 29 per cent of the engineers employed in the Union of Soviet Socialist Republics are women. Of these, 16 per cent have advanced qualifications.

In 1960, the Caroline Haslett Memorial Trust sponsored a tour of the U.S.S.R. by two British women to look into the factors giving rise to this high proportion. Their report, *Women Engineers in the U.S.S.R.*,* looks at the education, employment and prospects of women engineers in that country. Here are some of their findings.

Women in the U.S.S.R. have had a limited right to attend higher educational courses since 1905. They have had full access to universities since 1917. The rate of entry of women into engineering schools increased rapidly after the First World War with the all-out effort to overcome the technical deficiencies of the country as a whole. The present proportion of women engineering students—33 to 35 per cent—has been maintained since 1940.

Engineering is taught in polytechnical institutes, reached through a "streaming" system in secondary schools or after a period of employment in industry. Placement in the various institutes and faculties of engineering depends upon a combination of individual preference and over-all planning, without respect to sex. The same equality of opportunity applies in placement and employment.

Most women engineers are employed in the textile and food industries but they are found in all branches of the profession. Engineering economics—which includes the expanding field of computer technology—design, laboratory work, research and teaching are most preferred by women. The number of women in senior engineering positions is not in the same proportion as their number in engineering, but the fact that they hold about 10 per cent of the senior positions is impressive.

For the most part, physical requirements are no obstacle to the employment of women as engineers. They are forbidden to work, however, in a few areas considered harmful to health, for instance, where heavy machinery must be lifted or operated or underground work is necessary. Men and women receive equal pay.

For mothers, child care facilities are available during working hours or for overnight and extended periods, if necessary.

Communal meal services exist at work and frequently at home. Domestic appliances are becoming accessible. But even with these aids the dual tasks of work and home are heavy.

Maternity leave is paid by an employer for a period of four to six months. Further unpaid leave may be taken and a post must be kept open for the employee for a total period of a year. Arrangements are made for the work of the engineer concerned to be taken over by someone with similar qualifications. If the engineer going on leave is a key member of a team, she returns periodically or is visited at home to discuss the progress of the project.

Girls appear to have no inhibitions about tackling technical work. Scholastic results for boys and girls are about the same, although girls appear to be more conscientious and systematic in studies. Boys tend to work hard at subjects they like and to neglect those they do not. But this difference is marked only in the first three years of study.

There was some feeling, too, that men and women have different approaches to responsibility at work—that women tend to be more serious and to worry more. This is an asset in research but a handicap if serious decisions have to be made. These differences diminish, however, as women become more senior in their jobs.

Acceptance of women as engineers appears to be the key factor in accounting for engineering's popularity among women. Teaching institutions and industries accept them on the same basis as men. Male engineers accept them as colleagues and as seniors. Parents regard engineering as a good career for women and encourage their daughters to pursue it.

Most important of all, engineering as an occupation is accepted by women themselves. They are enthusiastic about their work and show no fear of being less attractive or less eligible for marriage because of it. In fact, the authors say, "Young men know quite clearly that if they marry engineers, the girls are almost certain to continue with their careers after marriage and motherhood—the men still marry them!"

*By L. S. Souter and R. Winslade. Published by the Caroline Haslett Memorial Trust, 25 Foubert's Place, London W.1.

COLLECTIVE BARGAINING REVIEW

Bargaining Calendar for 1964

Collective agreements covering 500 or more employees, listed by month in which they terminate,
Excludes agreements in the construction industry

JANUARY

Company and Location	Union
Bindery room employers, Toronto, Ont.....	Bookbinders (AFL-CIO/CLC)
Dupuis Freres, Montreal, Que.....	Commerce Empl. Federation (CNTU)
Hamilton General Hospitals, Hamilton, Ont.....	Public Empl. (CLC)
Vancouver General Hospital, Vancouver, B.C.....	Public Empl. (CLC)

FEBRUARY

Consolidated Mining & Smelting, Kimberley & Trail, B.C.....	Mine, Mill & Smelter Wkrs. (Ind.)
Dominion Textile, Montmorency, Sherbrooke, Magog & Drummondville, Que.....	Textile Federation (CNTU)
Dominion Textile, Montreal, Que.....	United Textile Wkrs. (AFL-CIO/CLC)
Glove Mfrs. Assn., Loretteville, Montreal, St. Raymond & St. Tite, Que.....	Clothing Wkrs. Federation (CNTU)
Hospitals (10), Montreal & district, Que.....	Service Empl. Federation (CNTU)
International Nickel, Thompson, Man.....	Mine, Mill & Smelter Wkrs. (Ind.)
Moirs Limited & Moirs Sales, Halifax, N.S.....	Teamsters (Ind.) & Bakery Wkrs. (CLC)
Montreal Cottons, Valleyfield, Que.....	United Textile Wkrs. (AFL-CIO/CLC)
Northern Electric, London, Ont.....	Empl. Assn. (Ind.) (plant empl.)
Vancouver Police Commissioners Board, Vancouver, B.C.....	B.C. Peace Officers (CLC)

MARCH

Assn. Patronale du Commerce (Hardware), Quebec, Que.....	Commerce Empl. Federation (CNTU)
Auto dealers, garages, (various), Vancouver, B.C.....	Machinists (AFL-CIO/CLC)
Automatic Electric, Brockville, Ont.....	I.U.E. (AFL-CIO/CLC)
B.C. Telephone.....	B.C. Telephone Wkrs. (Ind.)
Burns & Co. (Eastern), Kitchener, Ont.....	Packinghouse Wkrs. (AFL-CIO/CLC)
Burns & Co. (6 plants), Western Canada.....	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Packers (8 plants), Canada-wide.....	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. General Electric, Cobourg, Oakville, Peterborough, Toronto, Ont.....	I.U.E. (AFL-CIO/CLC) (plant & salaried empl.)
Cdn. General Electric, Montreal & Quebec, Que.....	I.U.E. (AFL-CIO/CLC)
Cdn. Vickers (Engineering Div.), Montreal, Que.....	Boilermakers (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) & others
CNR, system-wide.....	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
CPR, system-wide.....	Locomotive Engineers (Ind.)
Cluett Peabody, Kitchener & Stratford, Ont.....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Dominion Engineering, Lachine, Que.....	Machinists (AFL-CIO/CLC)
Domtar Newspaper, Dolbeau, Que.....	Bush Wkrs., Farmers' Union (Ind.)
Lever Bros., Toronto, Ont.....	Chemical Wkrs. (AFL-CIO/CLC)
Manitoba Telephone.....	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Manitoba Telephone.....	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Ontario Hydro, company-wide.....	Public Service Empl. (CLC)
Philips Electronics, Leaside, Ont.....	I.B.E.W. (AFL-CIO/CLC)
RCA Victor, Montreal, Que.....	I.U.E. (AFL-CIO/CLC)
Ready-mix concrete companies, Toronto, Ont.....	Teamsters (Ind.)
Swift Cdn. (6 plants), Canada-wide.....	Packinghouse Wkrs. (AFL-CIO/CLC)
Toronto City, Ont.....	Fire Fighters (AFL-CIO/CLC)
Toronto City, Ont.....	Public Empl. (CLC) (inside empl.)
Toronto City, Ont.....	Public Empl. (CLC) (outside empl.)
Toronto Metro., Ont.....	Public Empl. (CLC) (inside empl.)
Toronto Metro., Ont.....	Public Empl. (CLC) (outside empl.)

APRIL

Anglo-Nfld. Development, Bowater's Nfld. Pulp & Paper & Nfld. Contractors' Assn., Nfld.....	Carpenters (AFL-CIO/CLC) (loggers)
B.C. Hotels Assn., Vancouver, B.C.....	Hotel Empl. (AFL-CIO/CLC)
Canada Steamship Lines, Ont. & Que.....	Railway Clerks (AFL-CIO/CLC)
Cdn. British Aluminum, Baie Comeau, Que.....	Metal Trades' Federation (CNTU)
Cdn. Celanese, Drummondville, Que.....	Textile Wkrs. Union (AFL-CIO/CLC)
CNR, system-wide.....	Locomotive Engineers (Ind.)
Cdn. Westinghouse, Hamilton, Ont.....	U.E. (Ind.)
Cascapedia Mfg. & Trading, Gaspé Peninsula, Que.....	Bush Wkrs., Farmers' Union (Ind.)
Collingwood Shipyards, Collingwood, Ont.....	CLC-chartered local
Dominion Stores, Hamilton & other centres, Ont.....	Retail, Wholesale Empl. (AFL-CIO/CLC)
Domtar Pulp & Paper (Howard Smith Paper Div.), Cornwall, Ont.....	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
E. B. Eddy, Hull, Que.....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Fisheries Assn. & Cold Storage Cos., B.C.....	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wks.)
Fisheries Assn., B.C.....	United Fishermen (Ind.) (tendermen)
Food Stores (various), Vancouver, Victoria & New Westminster, B.C.....	Retail Clerks (AFL-CIO/CLC)
Halifax Shipyards (Dosco), Halifax & Dartmouth, N.S.....	Marine Wkrs. (CLC)

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

Company and Location	Union
Kimberly-Clark Paper, Terrace Bay, Ont.....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Power Super Markets, Hamilton, Oshawa & Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Provincial Paper, Thorold, Ont.....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec City, Que.....	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.....	Municipal & School Empl. Federation (Ind.) (outside empl.)
Rolland Paper, Mt. Rolland & St. Jerome, Que.....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Spruce Falls & Kimberly-Clark, Kapuskasing, Ont.....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
St. Lawrence Corp., East Angus, Que.....	Pulp & Paper Wkrs. Federation (CNTU)

MAY

Aluminum Co. of Canada, Arvida, Que.....	Metal Trades' Federation (CNTU)
Aluminum Co. of Canada, Ile Maligne, Que.....	Metal Trades' Federation (CNTU)
Aluminum Co. of Canada, Kingston, Ont.....	Steelworkers (AFL-CIO/CLC)
Anglo-Nfld. Development, Grand Falls, Nfld.....	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Bakeries (various), Greater Vancouver, B.C.....	Bakery Wkrs. (CLC)
Breweries (various), Winnipeg, Man.....	Brewery Wkrs. (AFL-CIO/CLC)
Canada Steamship Lines, Ont. & Que.....	Seafarers (AFL-CIO)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.....	Clothing Wkrs. Federation (CNTU)
CPR, system-wide.....	Trainmen (AFL-CIO/CLC) (dining car staff)
Gaspesia woods contractors, Chandler, Que.....	Bush Wkrs., Farmers' Union (Ind.)
Imperial Tobacco & subsidiaries, Ont. & Que.....	Tobacco Wkrs. (AFL-CIO/CLC)
N. M. Paterson & Sons, Ont. & Que.....	Seafarers (AFL-CIO)
Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C.....	Butcher Workmen (AFL-CIO/CLC)
Tamper Limited, Lachine, Que.....	I.U.E. (AFL-CIO/CLC)

JUNE

Aluminum Co. of Canada, Shawinigan, Que.....	Metal Trades' Federation (CNTU)
Associated Clothing Mfrs., Montreal, Que.....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Cdn. Celanese, Sorel, Que.....	Textile Wkrs. Union (AFL-CIO/CLC)
Celgar, Rayonier Canada & B.C. Forest Products, Watson Island, Woodfibre & Crofton, B.C.....	Pulp & Papers Wkrs. of Canada (Ind.)
Cloak Mfrs. Assn., Toronto, Ont.....	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Courtaulds Canada, Cornwall, Ont.....	Textile Wkrs. Union (AFL-CIO/CLC)
CPR, system-wide.....	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
Dominion Glass, Redcliff, Alta.....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Forest Industrial Relations, B.C. coast.....	Woodworkers (AFL-CIO/CLC)
Hamilton Cotton & subsids., Hamilton, Dundas & Trenton, Ont.....	Textile Wkrs. Union (AFL-CIO/CLC)
Ladies Cloak & Suit Mfrs. Council, Montreal, Que.....	Ladies' Garment Wkrs. (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River & others, B.C. coast.....	Papermakers (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River & others, B.C. coast.....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Motor Trans. Ind. Relations Bureau (car carriers), Ont.....	Teamsters (Ind.)
Pacific Press, Vancouver, B.C.....	Newspaper Guild (AFL-CIO/CLC)
Scott-LaSalle, Longueuil, Que.....	Empl. Assn. (Ind.)
TCA, Canada-wide.....	Machinists (AFL-CIO/CLC)
United Keno Hill Mines, Elsa, Y.T.....	Mine, Mill & Smelter Wkrs. (Ind.)
University of Saskatchewan, Saskatoon, Sask.....	CLC-chartered local

JULY

Algoma Ore Properties, Wawa, Ont.....	Steelworkers (AFL-CIO/CLC)
Algoma Steel, Sault Ste. Marie, Ont.....	Steelworkers (AFL-CIO/CLC)
Coal Operators' Assn., Alta. & B.C.....	Mine Wkrs. (Ind.)
Consolidated Paper, Les Escoumains, Que.....	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste-Anne de Portneuf, Que.....	Pulp & Paper Wkrs. Federation (CNTU)
Montreal Transportation Commission, Montreal, Que.....	Railway, Transport & General Wkrs. (CLC)
John Murdock, St. Raymond, Que.....	Bush Wkrs., Farmers' Union (Ind.)
New Brunswick Telephone.....	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Saguenay Terminals, Port Alfred, Que.....	Metal Trades' Federation (CNTU)
Sask. Wheat Pool (Country Elevator Div.), Sask.....	Sask. Wheat Pool Empl. (CLC) (operating empl.)
Stelco (Canada Works), Hamilton, Ont.....	Steelworkers (AFL-CIO/CLC)
Stelco (Hamilton Works), Hamilton, Ont.....	Steelworkers (AFL-CIO/CLC)
Stelco, Montreal, Que.....	Steelworkers (AFL-CIO/CLC)

AUGUST

Abitibi Power & Paper, northern Ontario.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Atlantic Sugar Refineries, Saint John, N.B.....	Bakery Wkrs. (CLC)
B.C. Hydro & Power Authority.....	Street Railway Empl. (AFL-CIO/CLC)
Campbell Chibougamau Mines, Chibougamau, Que.....	Steelworkers (AFL-CIO/CLC)
Canada Wire & Cable, Leaside, Ont.....	U.E. (Ind.)
Dontar Newspaper (Nipigon Woodlands Dept.), Nipigon, Ont.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Interior Forest Labour Relations Assn., southern B.C.....	Woodworkers (AFL-CIO/CLC)
McCormick's Ltd., London, Ont.....	Millers (AFL-CIO/CLC)
Northern Forest Products, Port Arthur, Ont.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Northern Interior Lumbermen's Assn., B.C.....	Woodworkers (AFL-CIO/CLC)
Okanagan Shippers' Assn., Okanagan Valley, B.C.....	CLC-chartered local
Spruce Falls Power & Paper, Kapuskasing, Ont.....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)

SEPTEMBER

Company and Location	Union
Continental Can, Chatham, Toronto, Ont. & Vancouver, B.C.	Steelworkers (AFL-CIO/CLC)
General Steel Wares & Easy Washing Machine, London, Toronto, Ont. & Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
Provincial Transport, Que.	Railway, Transport & General Wkrs. (CLC)
Saskatchewan Government	Sask. Govt. Empl. (Ind.) (classified services)
Saskatchewan Govt. Telephones	Communications Wkrs. (AFL-CIO/CLC)
Towboat Owners' Assn., B.C.	Merchant Service Guild (CLC)
Trucking Assn. of Que., province-wide	Teamsters (Ind.)

OCTOBER

Bata Shoe, Batawa, Ont.	Boot & Shoe Wkrs. (AFL-CIO/CLC)
Alberta Government Telephones	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
Alberta Government Telephones	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Consumers Glass, Ville St. Pierre, Que.	Glass Bottle Blowers (AFL-CIO/CLC)
Dominion Bridge, Lachine & Longue Pointe, Que.	Steelworkers (AFL-CIO/CLC)
DuPont of Canada, Kingston, Ont.	Mine Wkrs. (Ind.)
Fry-Cadbury, Montreal, Que.	Bakery Wkrs. (CLC)
General Motors & subsidiaries, Oshawa, Windsor, St. Catharines, Scarborough & London, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Hotel Queen Elizabeth, Montreal, Que.	Hotel Empl. (AFL-CIO/CLC)
Northern Electric, Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC) (shop & warehouse & installation empl.)

NOVEMBER

Cdn. Acme Screw & Gear, Monroe Acme, Galt Machine & Maremont Acme, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Kodak, Mount Dennis, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Chrysler Corp. Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Montreal City, Que.	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que.	Public Service Empl. Fed. (CNTU) (inside empl.)
Montreal City, Que.	Public Service Empl. (CLC) (outside empl.)

DECEMBER

American Can, Hamilton, Simcoe, Ont. & Montreal, Que.	CLC-chartered local
Asbestos Corp. & others, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
B.C. Hotels Assn., New Westminster, Burnaby & Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
B.C. Hydro & Power Authority	Office Empl. (AFL-CIO/CLC)
Brewers' Warehousing, province-wide, Ontario	Brewery Wkrs. (AFL-CIO/CLC)
Burnaby District, B.C.	Public Empl. (CLC) (outside, inside empl. & foremen)
Cdn. Canners, Vancouver & Penticton, B.C.	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. Lithographers Assn., Toronto, Hamilton, Ottawa, Ont. & Montreal, Que.	Lithographers (Ind.)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta.	Empl. Assn. (Ind.)
Catelli Food Products, Montreal, Que.	Bakery Wkrs. (CLC)
Continental Can, St. Laurent, Que.	CLC-chartered local
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Dominion Structural Steel, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Eastern Canada Stevedoring & 4 others, Toronto, Ont.	I.L.A. (AFL-CIO/CLC)
Evans Coleman & Evans & Deeks McBride, Greater Vancouver, Fraser Valley & Vancouver Island, B.C.	Teamsters (Ind.)
Ford Motor Co., Windsor, North York, Oakville & Crowland, Ont.	Auto Wkrs. (AFL-CIO/CLC) (plant empl.)
Garment Mfrs. Assn., Winnipeg, Man.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Hiram Walker & Sons, Walkerville, Ont.	Distillery Wkrs. (AFL-CIO/CLC)
Hospitals (6), Three Rivers, Cap de la Madeleine, Shawinigan & La Tuque, Que.	Service Empl. Federation (CNTU)
Kimberly-Clark Pulp & Paper, Longlac, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Ladies Cloak & Suit Mfrs. Assn., Winnipeg, Man.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Lake Asbestos of Que., Black Lake, Que.	Mining Empl. Federation (CNTU)
Lakehead terminal elevators, Fort William & Port Arthur, Ont.	Railway Clerks (AFL-CIO/CLC)
London City, Ontario	Public Empl. (CLC) (outside empl.)
Walter M. Lowney, Sherbrooke, Que.	Bakery Wkrs. (CLC)
Massey-Ferguson, Toronto, Brantford & Woodstock, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Molson's Brewery, Montreal Que.	Empl. Assn. (Ind.)
Motor Trans. Labour Relations Council, B.C.	Teamsters (Ind.)
National Harbours Board, Montreal, Que.	Railway Clerks (AFL-CIO/CLC)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Phillips Electrical, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
Saint John Shipbuilding & Dry Dock, Saint John, N.B.	Various unions
Saskatoon City, Sask.	Public Empl. (CLC) (inside & outside empl.)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask.	CLC-chartered local & Public Service Empl. (CLC)
Telegram Publishing, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Toronto General Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Victoria Hospital, London, Ont.	Building Service Empl. (AFL-CIO/CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

Collective Bargaining Scene

Agreements covering 500 or more employees,
excluding those in the construction industry

Part I—Agreements Expiring During November and December 1963 and January 1964 (except those under negotiation in October)

Company and Location	Union
Acme, Borden's & other dairies, Toronto, Ont.....	Teamsters (Ind.)
Assn. Patronale des Inst. Religieuses (5 hos- pitals), St. Hyacinthe & other centres, Que.	Service Empl. Federation (CNTU)
Assn. Patronale des Mfrs. de Chaussures, Que- bec, Que.	Leather & Shoe Wkrs. Federation (CNTU)
Bindery room employers, Toronto, Ont.	Bookbinders (AFL-CIO/CLC)
Cdn. Marconi, Montreal, Que.	Salaried Empl. Assn. (Ind.)
Cdn. Vickers, Montreal, Que.	Metal Trades' Federation (CNTU)
Davie Shipbuilding, Lauzon, Que.	Metal Trades' Federation (CNTU)
G. T. Davie & Sons, Lauzon, Que.	Metal Trades' Federation (CNTU)
Dryden Paper, Dryden, Ont.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Dupuis Freres, Montreal, Que.	Commerce Empl. Federation (CNTU)
Eastern Canada Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	I.B.E.W. (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Hamilton General Hospitals, Hamilton, Ont.	Public Empl. (CLC)
Hollinger Gold Mines, Timmins, Ont.	Steelworkers (AFL-CIO/CLC)
Marine Industries, Sorel, Que.	Metal Trades' Federation (CNTU)
Miramichi River ports shippers, N.B.	Miramichi Trades & Labour (Ind.)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
North York Township, Ont.	Public Empl. (CLC) (outside empl.)
Ottawa City, Ont.	Public Empl. (CLC)
Ottawa Transportation Commission, Ottawa, Ont.	Street Railway Empl. (AFL-CIO/CLC)
Regina General Hospital, Regina, Sask.	Public Empl. (CLC)
Royal Victoria Hospital, Montreal, Que.	Bldg. Service Empl. (AFL-CIO/CLC)
Scarborough Township, Ont.	Public Empl. (CLC) (outside empl.)
St. Lawrence Seaway Authority	Railway, Transport & General Wkrs. (CLC)
Toronto Board of Education, Toronto, Ont.	Public Empl. (CLC) (assistant caretakers)
Toronto Western Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
Vancouver General Hospital, Vancouver, B.C.....	Public Empl. (CLC)

Part II—Negotiations in Progress During October

Bargaining

Company and Location	Union
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (clerical empl.)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (communications salesmen)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (craft & services empl.)
Bell Telephone, Que. & Ont.	Traffic Empl. (Ind.)
Belt Mfrs. Assn., Montreal, Que.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Bowater's Nfld. Pulp & Paper, Corner Brook, Nfld.	Papermakers (AFL-CIO/CLC, Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/ CLC)
Cdn. General Electric, Guelph, Peterborough & Toronto, Ont.	U.E. (Ind.)
Cdn. Steel Foundries, Montreal, Que.	Steel & Foundry Wkrs. (Ind.)
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (maintenance empl.)
Crane Limited, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
CNR, system-wide	Trainmen (AFL-CIO/CLC)
CNR & Ontario Northland Railway	Railway, Transport & General Wkrs. (CLC)
CNR, CPR & other railways	14 unions (non-operating empl.)
CPR, system-wide	Trainmen (AFL-CIO/CLC)
Cyanamid of Canada, Welland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Dominion Corset, Quebec, Que.	Empl. Assn. (Ind.)
Dominion Oilcloth & Linoleum, Montreal, Que...	CNTU-chartered local
Dominion Steel & Coal, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Domtar Pulp & Paper (Kraft & Boxboard Div.), Windsor, Que.	Pulp & Paper Wkrs. Federation (CNTU)

Company and Location	Union
Dress Mfrs. Guild (Sportswear Div.), Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
DuPont of Canada, Shawinigan, Que.	Cellulose Wkrs. Assn. (Ind.)
Handbag Mfrs. Council, Montreal, Que.	Leather & Plastic Wkrs. (AFL-CIO/CLC)
Kelly, Douglas & Co., Vancouver & other centres, B.C.	Empl. Assn. (Ind.)
Manitoba Hydro	I.B.E.W. (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Maritime Tel. & Tel. & Eastern Electric, company-wide	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
Maritime Tel. & Tel., company-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
McIntyre Porcupine Mines, Schumacher, Ont.	Steelworkers (AFL-CIO/CLC)
New Brunswick Power Commission, province-wide	I.B.E.W. (AFL-CIO/CLC)
Nfld. Employers' Assn., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)
Northwestern Utilities & Cdn. West. Natural Gas, Alta.	Empl. Benefit Assn. (Ind.) & Empl. Welfare Assn. (Ind.)
Page-Hersey Tubes, Welland, Ont.	U.E. (Ind.)
Polymer Corp., Sarnia, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Quebec Cartier Mining, Port Cartier & Lac Jeanine, Que.	Steelworkers (AFL-CIO/CLC)
Quebec Hydro-Electric Comm., Montreal and other centres, Que.	Public Empl. (CLC) (outside empl.)
Smith & Stone, Georgetown, Ont.	Mine Wkrs. (Ind.)
Soo-Security Motorways, Ont., Man., Sask. & Alta.	Teamsters (Ind.)
TCA, company-wide	Air Line Flight Attendants (CLC)
TCA, company-wide	Sales Empl. (Ind.)
Toronto Transit Commission, Toronto, Ont.	Street Railway Empl. (AFL-CIO/CLC)
University Hospital, Saskatoon, Sask.	Building Service Empl. (AFL-CIO/CLC)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside empl.)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Winnipeg City, Man.	Fire Fighters (AFL-CIO/CLC)
Winnipeg Metro., Man.	Public Empl. (CLC)
Winnipeg Metro. (Transit Dept.), Man.	Street Railway Empl. (AFL-CIO/CLC)

Conciliation Officer

Assn. Patronale des Services Hospitaliers (5 hospitals), Drummondville & other centres, Que.	Service Empl. Federation (CNTU)
CBC, company-wide	Public Empl. (ARTEC) (CLC)
Domil Limited, Sherbrooke, Que.	Textile Federation (CNTU)
Dominion Steel & Coal, Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
DuPont of Canada, Maitland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Employing Printers' Assn., Montreal, Que.	Bookbinders (AFL-CIO/CLC)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
Ontario Paper, Thorold, Ont.	Papermakers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Quebec Natural Gas, Montreal	Chemical Wkrs. (AFL-CIO/CLC)
Shipbuilders (various), Vancouver & Victoria, B.C.	Various unions
Wabasso Cotton, Grand'Mere, Shawinigan & Three Rivers, Que.	United Textile Wkrs. (AFL-CIO/CLC)

Conciliation Board

Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
CBC, company-wide	Broadcast Empl. (AFL-CIO/CLC)
Denison Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Hospitals (13), Montreal and other centres, Que.	Service Empl. Federation (CNTU) (registered nurses)

Post-Conciliation Bargaining

Council of Printing Industries, Toronto, Ont.	Typographical Union (AFL-CIO/CLC) (composing room empl.)
Union composing rooms, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)

Arbitration

Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
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Work Stoppage

Regent Knitting Mills, St. Jerome, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
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Part III—Settlements Reached During October 1963

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

DOMINION ELECTROHOME INDUSTRIES, KITCHENER, ONT.—NAT. COUNCIL OF CDN. LABOUR (IND.): 2-yr. agreement covering 1,150 empl.—settlement pay of \$27 for male empl. and \$18 for female empl.; wage increases of 6¢ an hr. eff. Oct. 19, 1963 and 4¢ an hr. eff. Oct. 12, 1964 for male empl.; wage increases of 2¢ an hr. eff. Oct. 19, 1963 and 2¢ an hr. eff. Oct. 12, 1964 for female empl.; starting rate for helper will be \$1.11 an hr. on Oct. 12, 1964; agreement to expire Oct. 12, 1965.

DOMINION RUBBER (RUBBER DIV.), ST. JEROME, QUE.—RUBBER WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 1,200 empl.—wage increases of 3¢ an hr. retroactive to July 1, 1963 and 4¢ an hr. eff. July 1, 1964 for male empl.; wage increases of 3¢ an hr. retroactive to July 1, 1963 and 3¢ an hr. eff. July 1, 1964 for female empl.; work week to be reduced from 45 to 44 hrs. accompanied by wage increases of 4¢ an hr. for male empl. and 3¢ an hr. for female empl.; shift premium to be 7¢ (formerly 5¢); 4 wks. vacation after 22 yrs. of service eff. May 31, 1964 (at present after 25 yrs.); minimum pension benefit to be \$97.50 a mo. (formerly \$87.50); agreement to expire June 30, 1966.

DOMINION STORES, MONTREAL & VICINITY, QUE.—RETAIL CLERKS (AFL-CIO/CLC): 2-yr. agreement covering 900 empl.—minimum wage increases of \$3 a wk. retroactive to Sept. 1, 1963 and \$4 a wk. eff. Sept. 1, 1964; 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.) and 4 wks. vacation after 20 yrs. of service (formerly after 23 yrs.); rate for female clerks will be \$55.50 a wk. and rate for male clerks \$58.50 a wk. on Sept. 1, 1964; agreement to expire Sept. 1, 1965.

DOMTAR NEWSPRINT (WOODLANDS DIV.), RIVIERE JACQUES CARTIER, QUE.—PULP & PAPER WKRS. FEDERATION (CNTU): 2-yr. agreement covering 800 empl.—work week reduced from 54 to 50 hrs. with maintenance of pay eff. Oct. 18, 1963; wage increase of 5¢ an hr. eff. Sept. 1, 1964; piece rate increases of 20¢ a cord eff. Aug. 31, 1963 and 20¢ a cord eff. Aug. 31, 1964; rate per cord will be \$7.65 on Aug. 31, 1964 and rate for labourer will be \$1.28 an hr. on Sept. 1, 1964; agreement to expire Sept. 1, 1965.

DOSCO (WABANA MINES), BELL ISLAND, Nfld.—STEELWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 700 empl.—no general wage changes; agreement to expire Sept. 30, 1965.

DOW CHEMICAL, SARNIA, ONT.—OIL WKRS. (AFL-CIO/CLC): 26-mo. agreement covering 600 empl.—wage increases of 6.3¢ an hr. eff. Oct. 16, 1963 and 6.0¢ an hr. eff. Oct. 16, 1964; 4 wks. vacation after 20 years of service; agreement to expire Dec. 16, 1965.

FITTINGS LIMITED, OSHAWA, ONT.—STEELWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 650 empl.—wage increases of 5¢ an hr. retroactive to May 1, 1963, 5¢ an hr. eff. Jan. 1, 1964 and 3¢ an hr. eff. Dec. 1, 1964; 3 wks. vacation after 13 yrs. of service in 1963 (formerly after 15 yrs.) and after 12 yrs. of service in 1964; weekly sickness and accident indemnity increased to \$40 (formerly \$35); additional provisions for pension plan contributions and benefits; rate for labourer on Dec. 1, 1964 will be \$1.92 an hr.; agreement to expire April 30, 1965.

FOOD STORES (VARIOUS), WINNIPEG & TRANSCONA, MAN.—RETAIL CLERKS (AFL-CIO/CLC): 3-yr. agreement covering 1,400 empl.—wage increases of 5¢ to 8¢ an hr. eff. Nov. 1, 1963, 5¢ to 9¢ an hr. eff. Nov. 1, 1964 and 5¢ to 8¢ an hr. eff. Nov. 1, 1965 for male empl.; wage increases of 5¢ to 7¢ an hr. eff. Nov. 1, 1963, 5¢ to 6½¢ an hr. eff. Nov. 1, 1964 and 5¢ to 7¢ an hr. eff. Nov. 1, 1965 for female empl.; 3 wks. vacation after 9 yrs. of service eff. 1964 (at present after 10 yrs.) and after 8 yrs. of service eff. 1966; 4 wks. vacation after 25 yrs. of service eff. 1964 and after 20 yrs. of service eff. 1966; rate for unskilled female empl. on Nov. 1, 1965 will be \$1.15 an hr.; agreement to expire Oct. 31, 1966.

HOUSE OF SEAGRAM, QUE., ONT. & B.C.—DISTILLERY WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 1,100 empl.—wage increases of 9¢ an hr. retroactive to Sept. 1, 1963, 7¢ an hr. eff. Sept. 1, 1964 and 9¢ an hr. eff. Sept. 1, 1965; evening and night shift premiums increased to 12¢ and 17¢ respectively (formerly 10¢ and 15¢); major medical insurance plan to be adopted; rate for male general help on Sept. 1, 1965 will be \$2.45 an hr.; agreement to expire Aug. 31, 1966.

K.V.P. COMPANY, ESPANOLA, ONT.—CARPENTERS (LUMBER & SAWMILL WKRS.) (AFL-CIO/CLC): 27-mo. agreement covering 500 empl.—wage increases of 48¢ a day for day wkrs. and 2% for piece wkrs. retroactive to Sept. 1, 1962; wage increase of 2% eff. Dec. 1, 1963 for piece wkrs.; work week for day wkrs. to be reduced from 44 to 40 hrs. with maintenance of pay eff. Dec. 1, 1963; rate for labourer on Dec. 1, 1963 will be \$15.21 a day; agreement to expire Nov. 30, 1964.

MOLSON'S BREWERY, MONTREAL, QUE.—EMPL. ASSN. (IND.): 2-yr. agreement covering 1,000 empl.—wage increase of \$3 a wk. retroactive to Jan. 1, 1963 for production and delivery wks.; additional wage increases of \$3 a wk. for production wks. and \$4 a wk. for delivery wks. eff. Jan. 1, 1964; agreement to be printed in French and English; rate for labourer on Jan. 1, 1964 will be \$98 a wk.; agreement to expire Dec. 31, 1964.

QUEBEC HYDRO ELECTRIC COMMISSION, MONTREAL & OTHER CENTRES, QUE.—OFFICE EMPL. ASSN. (IND.): 3-yr. agreement covering 1,500 empl.—wage increases of 5.9% (\$3 to \$7 a wk.) retroactive to May 16, 1963 and 3.0% eff. May 14, 1964; 3 wks. vacation after 10 yrs. of service eff. 1964 (at present after 12 yrs.); Rand formula adopted; agreement to expire May 12, 1965.

SHIPPING FEDERATION OF CANADA, MONTREAL, QUEBEC & THREE RIVERS, QUE.—I.L.A. (AFL-CIO/CLC): 3-yr. agreement covering 5,400 empl.—wage increases of 10¢ an hr. retroactive to Jan. 1, 1963, 10¢ an hr. eff. Jan. 1, 1964 and 10¢ an hr. eff. Jan. 1, 1965 for longshoremen at Montreal and Quebec; wage increases of 13¢ an hr. retroactive to Jan. 1, 1963, 13¢ an hr. eff. Jan. 1, 1964 and 13¢ an hr. eff. Jan. 1, 1965 for longshoremen at Three Rivers; wage increases of 12¢ an hr. retroactive to Jan. 1, 1963, 11¢ an hr. eff. Jan. 1, 1964 and 11¢ an hr. eff. Jan. 1, 1965 for checkers at Montreal; wage increases of 10¢ an hr. retroactive to Jan. 1, 1963, 13¢ an hr. eff. Jan. 1, 1964 and 10¢ an hr. eff. Jan. 1, 1965, for checkers at Quebec; time and one half to be paid all day Saturday eff. Jan. 1, 1964 (at present straight-time rates until noon); double time to be paid from midnight to 5 a.m. Monday to Friday (formerly time and one half); vacation pay to be 4% of gross earnings eff. Jan. 1, 1964 (at present 8¢ per man-hour worked) with employers contributing 33¢ an hr. (at present 29¢) toward pension, welfare and vacation plans; inquiry into Shipping Federation-I.L.A. Trust Funds to be conducted; agreement to expire Dec. 31, 1965.

OECD Manpower and Social Affairs Committee

The Manpower and Social Affairs Committee of the Organization for Economic Co-operation and Development has spelled out a manpower policy in terms of a range of useful activities that can play an important role in stimulating expansion of employment and production but are anti-inflationary.

Much of the work of the Committee is focused on the need for labour market adjustment mechanisms because of the effects of rapid technical change on occupational requirements, and because of different rates of economic growth in various areas and regions of a national economy.

For example, the Committee is carrying out a special study in member countries of retraining and further training to discover a more systematic and organized approach to the adaptation of workers to technical progress. Similarly, an exploratory study is being carried out of area redevelopment problems to identify the methods and techniques that have proved useful for area redevelopment programs.

The Committee is also carrying out studies of vocational guidance for adults, problems of training and placement for older workers, a survey of the practical measures being developed to facilitate the adaptation and training of rural manpower,

and a number of studies of other labour market adjustments required by technical change. Canada is participating in most of these activities, since they relate directly to manpower programs being developed in this country. In the retraining and further training study, Canada has provided the chief consultant for the project.

As one of its most effective activities, the Committee makes use of annual reviews of manpower policies and programs. Examinations of Sweden, the United States, and a number of other countries have already been carried out. A Canadian served on the team that examined United States manpower policies and programs.

An important part of the work of the Committee consists of seminars and other meetings for trade union and employer representatives. These meetings are now being planned so as to take full advantage of the other work of the Committee and ensure that its results are communicated to unions and employers in member countries. A number of important and useful seminars of this kind have been held recently, including an international trade union seminar on active manpower policy and a joint international seminar on geographical and occupational mobility of manpower.

TEAMWORK in INDUSTRY

Why is good housekeeping becoming an integral part of safety campaigns in an increasing number of Canadian industries? One answer—and perhaps *the* answer—was put forward recently by Robert Hill, Safety Supervisor at Moore Business Forms Limited, Toronto.

"Our observations over the years have convinced us that the neat, methodical worker is a safe worker," he told the Labour-Management Co-operation Service. "We have employees like that who have worked for 25, 30, or 35 years without ever having a lost-time accident. You'll never convince me that they've just been lucky. On the contrary, safe work habits and a good attitude toward safety protect them from injury on and off the job."

These individual safety records are the more remarkable when one considers that manufacturing operations at Moore Business Forms require the use of a great many high-speed machines.

Mr. Hill was equally convinced that the untidy, careless worker is the one most likely to have an accident. "For these reasons," he said, "we place our primary emphasis on the *housekeeping* aspect of safety and the development of good safety attitudes." Significantly, the plant's two main safety committees are known as the Fire Prevention Committee and the Housekeeping Committee.

He thinks that plant safety campaigns that fail often do so because of lack of active participation by all levels of management. "You've got to get people involved," he explained. "Hold safety inspections every week. And rotate your safety committee membership regularly so that everyone in the plant serves his term. This way you'll also have an opportunity to convince the doubters about your program."

His final recommendation concerned the plant area in which each employee works. "To control housekeeping," he explained, "every square foot of floor space in this plant must be assigned to someone." Once again the emphasis is on neatness and order, based on company experience that good housekeeping habits lead to safe work

habits. At Moore Business Forms there is, Mr. Hill said, "a very definite parallel between the plant's housekeeping rating and accident frequency."

It's no accident that the employees' safety record passed the 2,000,000-hour mark without a lost-time accident. In one recent 12-month period, departmental and plant committees between them conducted 400 safety inspections. When the plant hit the one-million mark in November 1961, Moore's 600 employees each received a set of eight tumblers embossed with the company crest and a statement of their achievement. The tumblers continue to serve as a further safety reminder around the home.

When in September 1962 the record climbed to 2,000,000 hours without a lost-time accident, each employee was presented with an automobile first aid kit bearing the new record on the inside lid and accompanied by a card of congratulations signed by all the firm's executives. Once again there was a dual purpose, for the kits are a safety reminder to the employee while he is driving his car.

In April 1962, the company received the R. B. Morley Award, which is presented annually at the I.A.P.A. Conference to the Ontario firm that has operated the greatest number of man-hours during the prior calendar year without a compensation case.

Meaningful solutions to the problems of operating a hospital can be found if employees and management establish an efficient three-way system of communication, between (1) personnel and administration, (2) personnel and patients, and (3) personnel and public.

This was the theme of an address delivered in Pembroke, Ont., to a conference of hospital administrators, chaplains, social workers and others by Rev. Sister Marie-Michelle, at the time administrator of St. Vincent Hospital, Ottawa.

The conference was organized jointly by the Catholic Hospital Association of Canada and the Social Action Department of the Canadian Catholic Conference and was attended by delegates from all parts of Ontario.

Sister Marie-Michelle pointed out that a system of communications such as she described has been operating at St. Vincent's since the founding of a labour-management committee there in 1956. The committee has contributed in many ways to better relations between the administration and employees, patients and the public.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for four days during September. The Board issued three certifications designating bargaining agents, ordered two representation votes, rejected two applications for certification and granted one request for review under Section 61(2) of the Act. During the month the Board received 10 applications for certification, one request under Section 61(2) of the Act for review of an earlier decision and allowed the withdrawal of three applications for certification.

Applications for Certification Granted

1. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers, Local 938, General Truck Drivers and Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Asbestos-Eastern Transport Inc., Asbestos, Quebec. (L.G., Oct., p. 897).

2. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of building cleaners and maintenance men employed by Central Mortgage and Housing Corporation at its Park Royal Housing, Ville St. Laurent, Que. (L.G., Oct., p. 897).

3. District 50, United Mine Workers of America, Local 13946, on behalf of a unit of building cleaners and maintenance men employed by Central Mortgage and Housing Corporation at its Benoit Place Project, Ville St. Laurent, Que. (L.G., Oct., p. 897).

Representation Votes Ordered

1. National Association of Broadcast Employees and Technicians, applicant, Canadian Broadcasting Corporation, Ottawa, Ont., respondent, and Association of Radio and Television Employees of Canada, intervener (building maintenance group). The Board directed that both the name of the applicant and the intervener appear on the ballot (L.G., Oct., p. 897). (Returning Officer: Miss M.-P. Bigras).

2. General Truck Drivers and Helpers Union, Local No. 31, and Truckers, Cartagemen and Building Material Employees,

Local Union No. 362, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, and Vancouver Alberta Freightlines Ltd., Vancouver, B.C., respondent (See "Applications for Certification Received," below) (Returning Officer: G. H. Purvis).

Applications for Certification Rejected

1. General Teamsters Union Local 181, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Rempel-Trail Transportation Ltd., North Kamloops, B.C., respondent, and Rempel-Trail Transportation Employees' Association, intervener (L.G., Oct., p. 898). The application was rejected for the reason that the proposed unit is not considered by the Board to be appropriate for collective bargaining.

2. Rempel-Trail Transportation Employees' Association, applicant, Rempel-Trail Transportation Ltd., Edmonton, Alta., respondent, and General Truck Drivers and Helpers Union, Local No. 31, and General Teamsters Union Local 181, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, interveners (see "Applications for Certification Received," below). Although considering that a system-wide unit of employees, excluding despatchers, is appropriate for collective bargaining, the Board rejected the application for the reason that it was not satisfied on the evidence that the Rempel-Trail Transportation Employees' Association produced, that it has the status of a trade union within the meaning of the Industrial Relations and Disputes Investigation Act.

Request for Review Granted

The Board considered representations made by the Canadian National Railways and The Commercial Telegraphers' Union, CN System Division 43, to be a request under Section 61(2) of the Act for review of the certification issued by the Board on August 13, 1963, in respect of a unit of employees of the company in its Telecommunications Department. The parties

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Ministry of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

requested that the classification of student telephone exchange attendant be deleted from the bargaining unit, and the Board granted their request.

Applications for Certification Received

1. District 50, United Mine Workers of America, Local Union 14888, on behalf of a unit of employees of Express Services Inc., Montreal, Que. (mail transport) (Investigating Officer: Miss M.-P. Bigras) (see "Applications for Certification Withdrawn," below).

2. General Truck Drivers and Helpers Union, Local No. 31, and Truckers, Cartagemen and Building Material Employees, Local Union No. 362, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers and warehousemen employed by Vancouver Alberta Freightlines Ltd., Vancouver, B.C., respondent (Investigating

Officer: G. H. Purvis) (see "Representation Votes Ordered," above).

3. Rempel-Trail Transportation Employees' Association, on behalf of a system-wide unit of employees of Rempel-Trail Transportation Ltd., Edmonton, Alta. (Investigating Officer: G. H. Purvis) (see "Applications for Certification Rejected," above).

4. Pacific Western Airlines Flight Attendants' Association, on behalf of a unit of stewards and stewardesses employed by Pacific Western Airlines Ltd., Edmonton, Alta. (Investigating Officer: D. S. Tysoe).

5. The Professional Transport Drivers Society, on behalf of a unit of transport drivers employed by H. M. Trimble & Sons Ltd., Burnaby, B.C. (Investigating Officer: D. S. Tysoe).

6. District 50, United Mine Workers of America, Local Union 14888, on behalf

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation service under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canadian Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

of a unit of truck drivers employed by Express Services Inc. (Porlier Transport Limitée), Montreal, Que. (mail transport) (Investigating Officer: Miss M.-P. Bigras).

7. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of bargemen employed by Pacific Tanker Co. Ltd., Vancouver, B.C. (Investigating Officer: D.S. Tysoe).

8. International Association of Machinists, on behalf of a unit of ground service employees engaged by Eastern Provincial Airways (1963) Limited, Gander, Nfld. (Investigating Officer: H. R. Pettigrove).

9. Teamsters, Chauffeurs, Warehousemen and Helpers, Local No. 91, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of mechanics employed by Rod Service (Ottawa) Limited, Ottawa, Ont. (Investigating Officer: G. A. Lane).

10. Teamsters, Chauffeurs, Warehousemen and Helpers, Local No. 91, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by John L. Bray, Ottawa, Ont. (mail service) (Investigating Officer: G. E. Plant).

Request for Review Received

Request for review of the certificate issued by the Board on August 13, 1963, affecting The Commercial Telegraphers' Union, C.N. System Division 43, applicant, and the Canadian National Railways, respondent (see "Request for Review Granted," above).

Applications for Certification Withdrawn

1. District 50, United Mine Workers of America, Local Union 13946, applicant, and Central Mortgage and Housing Corporation, respondent (Domaine Estria and Pavillon Mercier Projects, Montreal; Que.) (L.G., Oct., p. 898).

2. District 50, United Mine Workers of America, Local Union 14888, applicant, and Express Services Inc., Montreal, Que., respondent (mail transport) (see item No. 6 under "Applications for Certification Received," above).

3. General Truck Drivers and Helpers Union, Local No. 31, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Rempel-Trail Transportation Ltd., North Burnaby, B.C., respondent, and Rempel-Trail Transportation Employees' Association, intervener (L.G., Oct., p. 897).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During September, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Radio Station CHRC Limitée, Quebec, and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

2. Canadian Broadcasting Corporation and Association of Radio and Television Employees of Canada (Conciliation Officer: C. E. Poirier).

3. TransAir Limited, Winnipeg, and Canadian Air Line Flight Attendants' Association (Conciliation Officer: J. S. Gunn).

Settlements by Conciliation Officers

1. Canadian Pacific Railway Company, Merchandise Services Department, Prairie Region, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: J. S. Gunn) (L.G., Oct., p. 899).

2. Seaway Forwarding Agencies Limited, Sarnia, Ont., and Local 1854 of the Inter-

national Longshoremen's Association (Conciliation Officers: F. J. Ainsborough and T. B. McRae) (L.G., May, p. 396).

3. Atomic Energy of Canada Limited, Chalk River, Ont., and Office Employees' International Union, Local 404 (Conciliation Officer: T. B. McRae) (L.G., Sept. p. 800).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in August to deal with a dispute between Trans-Canada Air Lines, Montreal, and Lodges 714 and 1751 of the International Association of Machinists (L.G., Oct., p. 899) was full constituted in September with the appointment of W. H. Dickie of Toronto, as Chairman. Mr. Dickie was appointed by the Minister on the joint recommendation of the other two members of the Board, H. M. Sparks of Montreal and Mrs. Frances Bairstow of Beaconsfield, Que., who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in July to deal with a dispute between The Shipping Federation of Canada, Inc., and the International Longshoremen's Association (Locals 375, 1657, 1552, Montreal; Local 1846, Three Rivers; and Locals 1605, 1739, Quebec) (L.G., Sept. p. 800), was fully constituted in September with the appointment of the Honourable Mr. Justice R. Lafleur of Montreal, as Chairman. Mr. Justice Lafleur was appointed by the Minister on the joint recommendation of the other two members of the Board, Jean Massicotte and Louis Laberge, both of Montreal, who were previously appointed on the nomination of the Federation and Association, respectively.

Conciliation Board Report Received

The Shipping Federation of Canada, Inc., and the International Longshoremen's Association (Locals 375, 1657, 1552, Montreal; Local 1846, Three Rivers; and Locals 1605, 1739, Quebec) (see above). The text of the report is reproduced below.

Settlement Reached before Board Fully Constituted

Stanrock Uranium Mines Limited, Elliot Lake, Ont., and District No. 6 of the United Steelworkers of America (L.G., Sept. p. 800).

Report of Board in Dispute between

*Shipping Federation of Canada
and*

International Longshoremen's Association

(Translation)

The Board of Conciliation and Investigation appointed on September 11, 1963 in accordance with the provisions of Section 28 of the Act, for the examination, conciliation and settlement of matters in dispute and consisting of the company representative Jean Massicotte, of the union representative, Louis Laberge, and of the Chairman, Judge Robert Lafleur of the Superior Court, beg to submit the report of its findings.

The labour agreements entered into by the above-mentioned parties expired on December 31, 1962. The facts relative to the negotiations between the authorized representatives of The Shipping Federation of Canada, Inc. and the affiliated Locals and subsequently with the assistance of two conciliation officers appointed by your Department, are outlined in detail in the latter's report to your Department, dated July 12, 1963.

The recommendations contained in that report concern and affect all employees to the same extent, all members of Locals Nos. 375, 1657 and 1552 for the Port of Montreal; all employees, members of Locals Nos. 1605 and 1739 for the Port

of Quebec; and all employees members of Local 1846 for the Port of Three Rivers.

Terms of Reference

The present Board of Conciliation and Investigation is responsible for the examination of initial requests submitted by the parties for the Ports of Montreal, Quebec and Three Rivers; it should bring the parties together and if possible, effect an agreement on the matters still in dispute, namely:

1. Wages and fringe benefits
2. Retroactivity
3. Vacations with pay
4. Working conditions
5. Pension fund
6. The deduction of 0.01 cent per hour from the employees' wages
7. The recommendation to the Minister that an inquiry be held in accordance with the provisions of Section 56 of the Act and
8. Term of the collective agreements.

1. Wages and Fringe Benefits

The International Longshoremen's Association and its affiliated Locals, for the Ports of Montreal, Three Rivers and

During September, the Minister of Labour received the unanimous Report of the Board of Conciliation and Investigation established to deal with a dispute between the Shipping Federation of Canada Inc. and the International Longshoremen's Association (Locals 375, 1657, 1552, 1846, 1739 and 1605) Montreal, Three Rivers and Quebec.

The Board was under the Chairmanship of Mr. Justice Robert Lafleur, Superior Court, Montreal. He was appointed by the Minister on the joint recommendation of the other two members, Jean Massicotte and Louis Laberge, both of Montreal, nominees of the Federation and the Union Locals respectively. The report is reproduced here.

Quebec, have requested a wage increase of 35 cents an hour, and, in fringe benefits, the equivalent of 9 cents an hour for the pension and welfare fund and vacation pay.

At the time of the inquiry before our Board, the attorney for The Shipping Federation of Canada, Inc. strongly availed himself of an agreement reached between the parties, on March 1, 1963, whereby the members of the negotiating committees had undertaken to recommend strongly its acceptance by their members and the interested corporations. This agreement provided for an increase over the basic wage of 6 cents an hour, for the contract year 1963, and an additional 6 cents an hour for the contract year 1964, two cents an hour in fringe benefits for 1963 and an additional 2 cents an hour for 1964.

The members of your Board of Conciliation and Investigation mostly endeavoured, during the numerous meetings, held in the Court House at Montreal, to conciliate and bring together the parties, in order to effect the compromise which could prove satisfactory and acceptable.

The evidence presented is insufficient to justify the request of the International Longshoremen's Association. The basic salary of a longshoreman at Montreal is presently \$2.33 an hour; at Quebec \$2.23 an hour and at Three Rivers \$2.01 an hour. In addition, the members of The Shipping Federation of Canada, Inc. at these places pay their employees, in fringe benefits, an additional sum of 0.29 cents, which brings the basic hourly wage of a longshoreman at Montreal to \$2.62 an hour, at Quebec to \$2.52 an hour and at Three Rivers to \$2.30 an hour.

In its recommendation relating to the wage increase and fringe benefits, the Board is of the opinion that, in all fairness, it must take into consideration the changes in working conditions that will eventually be studied and put into effect.

For these reasons, the Board accedes in part to the request of the International Longshoremen's Association and its affiliated locals for the Ports of Montreal, Three Rivers and Quebec and recommends:

(a) For the contract year 1963—an increase in the basic wage of seven cents (0.07) an hour and an additional hourly payment of three cents (0.03) an hour for fringe benefits.

(b) For the contract year 1964—an additional increase in the basic wage of twelve (0.12) cents an hour.

The parties shall be free to utilize the above increase toward the means which can best serve the purposes of the Association and meet the needs of the employees.

2. Retroactivity

As already mentioned, the collective agreements affecting the employees in the Ports of Montreal, Three Rivers and Quebec expired on December 31, 1962. At Quebec and Three Rivers, navigation is open 12 months a year, whereas in Montreal, the work of the Port employees ceases and begins at the closing and opening of the navigation season.

This retroactivity question, brought up at the very first negotiation meeting and the application of which has never been refused by the employers, explains, with other reasons, the delays allowed by the parties in the settlement of the dispute.

Consequently, the Board accedes to this request of the International Longshoremen's Association and its affiliated locals and recommends:

—The retroactive payment to January 1, 1963 or, in the case of the Port of Montreal, to the date of the opening of the navigation season, of the increase of seven cents (0.07) an hour on the basic wage and of an additional three cents (0.03) an hour for fringe benefits.

3. Vacations Pay

Section 6 of the collective agreement 1961-62 entered into between the Shipping Federation of Canada, Inc. and Local 375 of the International Longshoremen's Association states as follows:

6—This agreement is based on the contribution of twenty-nine cents (0.29) per hour worked from January 1, 1961 to December 31, 1962, by all the employers concerned in "Shipping Federation of Canada-I.L.A. Trust Funds", towards pensions, welfare and vacations for eligible employees, members of the Longshoremen's International Association.

A similar provision is part of the collective agreements between the other affiliated locals and the Federation.

It is agreed by the parties that the above amount of 29 cents per hour worked be remitted to "Shipping Federation of Canada-I.L.A. Trust Funds" in the proportion and for the purposes which follow:

—Twelve cents (0.12) per hour worked as a contribution by the employees to pension fund; Nine cents (0.09) per hour worked as a contribution by the employees to welfare fund; Eight cents (0.08) per hour worked remitted by the employers to meet the cost of the vacation pay.

It follows from the representations made to our Board that the employees at the Ports of Montreal, Three Rivers and Quebec are dissatisfied with the practice adopted to date, by the Trust Fund members, for the payment of vacation allowances. They

request, for the future, a vacation allowance based on a percentage of four per cent (4%) of the earnings of each employee, instead of the present contribution of eight cents (0.08) per hour worked.

The study of wages and annual earnings of employees in the Ports of Montreal, Three Rivers and Quebec, including remuneration for overtime and double time, has shown that vacation pay based on four per cent (4%) of the earnings will cost more than the eight cents (0.08) per hour worked presently deposited in the Trust Fund.

The Board took into consideration this request of the Association when it recommended, for the contract year 1963, an increase of three cents (0.03) an hour in the fringe benefits.

In short, a vacation allowance at four per cent of the basic wage, for a regular work-week is equivalent, during the year, to two weeks vacation.

The Board finds that the request of the International Longshoremen's Association and its local affiliates is well founded and reasonable and consequently recommends:

1. The establishment of new vacation allowances based on a percentage of four per cent (4%) of earnings of each employee concerned.

2. For the contract year 1963, this vacation allowance will be paid from the proceeds of the eight cents (0.08) presently being deposited for this purpose in the Trust Fund and from the additional three cents (0.03) in fringe benefits recommended in this judgment.

4. Working Conditions

From the beginning of negotiations, the parties exchanged several requests with a view to modifying certain working conditions in the Ports of Montreal, Three Rivers and Quebec.

At the time of conciliation, the Board requested the officers of the Locals in Quebec, Three Rivers and Montreal to negotiate, separately, the adoption of the suggested amendments in the working conditions. No agreement was reached.

The parties presented no evidence to this Board which could enable it to make any recommendation whatsoever on this matter. So much so that it was agreed that the present working conditions should remain unchanged.

However, the Board believes it urgent to proceed with a study of three working conditions and the examination of the suggested amendments.

On this basis, the Board recommends:

—That within the 15 days of the signing of the collective agreements there be established joint committees to study the suggested amendments.

5. Pension Fund

This request relative to the establishment of a pension fund apparently did not come to the knowledge of the members of the Shipping Federation of Canada, Inc. until September 11, 1963, when they appeared before our Board.

The attorney for the International Longshoremen's Association explained that we should consider this request for an additional contribution of five cents (0.05) per hour worked, not as a contribution toward the present pension fund, but more as a contribution toward helping in the establishment of a contributory pension fund.

At the time of conciliation and at the request of the Chairman, the parties, by letter of September 20, 1963 agreed to proceed with the establishment of a joint committee to study the possibility of receiving this request of the employees and to determine its terms. It was also declared that a part of the increases which will be paid by the employers in 1964 could be appropriated toward these ends. On the other hand, the attorney for the International Longshoremen's Association and its affiliated locals suggested that this project of a pension fund be established on a contributory basis.

For these reasons, the Board recommends:

1. The establishment of a special joint committee to study the organization and terms of a pension plan, according to the wishes expressed by the employees.

2. If need be, the modification of the present pension plan to include the pension plan suggested by the employees or alternatively, the establishment of a separate pension plan.

6. The Deduction of 0.01 cent per hour

The parties agreed to refer the study of this request to an arbitration board, which will be established for this purpose as soon as the collective agreements are signed and whose decision shall be final and binding.

7. The Recommendation of an inquiry by the Minister

Numerous representatives of the International Longshoremen's Association, and more specifically from Local No. 375 in Montreal, brought to the attention of the Board an existing state of uneasiness and of discontent following the application of

certain provisions of the "Shipping Federation of Canada I.L.A. Trust Funds", which has as its purpose the regulation of pension and welfare funds and of vacation allowances.

These documents were never produced and we know nothing of their content.

Certain conditions in effect for nearly 11 years could become the cause of serious troubles, which it is essential to prevent.

The members of the employees negotiating committee appointed to assist and inform our Board, believe that it is urgent to make an inquiry or to have an inquiry made to clarify, in the general interest, such a situation.

This inquiry would have as a first objective to inform all employees with respect to the administration and operation of the trust fund and to the rights they possess in their capacity as members of the affiliated locals, as workers and beneficiaries of the trust fund. For these reasons, the Board recommends:

—The submission to the Minister, according to the provisions of Section 56 of the Act, by one or several of the parties concerned of a request for an immediate holding of an inquiry into these matters, under the authority and with the co-operation of the Minister of Labour.

8. *Term of the Collective Agreements*

The last collective agreements expired on December 31, 1962.

The Board recommended the retroactivity of wage increases for the year 1963.

The negotiation of the collective agreements aims at ensuring economic stability during a reasonable and specific period.

In view of these facts and this principle the Board recommends

—The execution of collective agreements for a period of two years, namely from January 1, 1963 to December 31, 1964.

We have presented you, Mr. Minister, a report, of which all recommendations are unanimous.

Mr. Laberge, however, wishes to inform you that he has agreed to the recommendations of the Board relating to the wage increases only in order to make possible the terms of the award for the set date, namely, Wednesday, September 25, 1963 and in the hope that such a unanimous award will help in the settlement of the present issue.

The Chairman stresses particularly the complete co-operation he received from the members of this Board of Conciliation and Investigation, generously granted, in the spirit and letter of the Act under which they have agreed to act with me to throw some light on this issue.

The whole, respectfully submitted.

Montreal, this 25th day of September, 1963.

(Sgd.) Robert Lafleur,
Chairman.

Jean Massicotte, Q.C.,
Member.

Louis Laberge,
Member.

British Contracts of Employment Act

(Continued from page 889)

The Government will also provide a re-employment or mobility incentive to a province or an employer of one half of the costs incurred in moving workers and their dependants displaced by industrial change to other communities where employment is available.

Officers of the Manpower Consultative Service will advise management and unions on the development of manpower adjustment programs, arrange for the payment of research and re-employment incentives, and co-ordinate the work of government placement and training agencies.

Seminar on Vocational Rehabilitation

(Continued from page 1008)

two-year courses that have been established in The Netherlands to train supervisory personnel.

Future Seminars—The World Commission on Vocational Rehabilitation plans to

conduct a seminar on sheltered employment in 1964 in Sweden and another seminar on vocational rehabilitation at the time of the International Society's Third Pan-Pacific Conference in April 1965 in Tokyo.

Legal Decisions Affecting Labour

Quebec Court of Queen's Bench finds Labour Relations Board did not exceed jurisdiction in ordering second representation vote. Sask. appeal court upholds finding of unfair practice

In Quebec, the Court of Queen's Bench, allowing an appeal from the judgment of the Superior Court, dismissed an application for a writ of prohibition and upheld the Labour Relations Board's decision ordering a second representation vote as being within the Board's jurisdiction.

In Saskatchewan, the Court of Appeal ruled that the Labour Relations Board's order finding an employer to be engaged in unfair labour practices under the Trade Union Act was within the Board's jurisdiction and thus not open to any judicial review.

Quebec Court of Queen's Bench . . . upholds Board's decision to cancel one and order second representation election

On July 16, 1962, the Quebec Court of Queen's Bench denied a writ of prohibition and ruled that the Labour Relations Board did not exceed its jurisdiction in setting aside the results of one representation vote and ordering another ballot in order to ascertain a bargaining agent.

In November 1957, the International Association of Machinists applied to the Labour Relations Board for recognition under the Labour Relations Act as a bargaining agent for the employees of Fleetwood Corporation (formerly known as Electrical Products Mfg. Co. Ltd.). On December 10, 1957, the Board ordered the holding of a representation vote.

In the voting, which took place on December 20, the majority vote went against the Machinists and the union protested against allegedly unfair tactics of the company. The Board, after a report by its inspectors, on January 14, 1958 rendered its decision, by which the Board cancelled the results of the representation vote of December 20 and ordered a new vote within 10 days.

At about the time when the Machinists applied for recognition, a group of the company's employees formed an association under the name of "L'Association des employés de Fleetwood—Fleetwood Employees' Union," which also applied for

recognition. But the application reached the Board too late to be considered when the first ballot was ordered. Later, some officers of the Fleetwood Employees' Union applied for a writ of prohibition against the Board's decision ordering the second vote.

On April 27, 1960, Mr. Justice Bertrand of the Superior Court, adopting most of the arguments advanced in the petition, held that the Board had exceeded its jurisdiction in setting aside the representation vote already held and ordering a new vote, in prohibiting propaganda and in deciding that the same list of voters should be used in the new vote as in the first one.

The decision of the Superior Court was appealed by the Labour Relations Board, which took particular exception to the part of the judgment that stated that the Board arbitrarily discriminated against the petitioners and the association which they represented and that the Board committed illegalities amounting to the abuse of power, placing the action of the Board outside its jurisdiction.

Before the Court of Queen's Bench, much of the discussion was concerned with the so-called "privative clause" in the Labour Relations Act, which, in Section 41a of the Act, provides that the decisions of the Board shall be without appeal and cannot be revised by the Courts, and that no writ of *quo warranto*, of *mandamus*, or *certiorari*, of prohibition or injunction may be issued against the Board or against any of its members acting in their official capacity. The trial judge found that this section did not apply because the members of the Board had acted outside its jurisdiction and consequently not in their official capacity.

In the Court of Queen's Bench, Mr. Justice Montgomery, in his reasons for judgment, did not find it necessary to decide this point because, in his view, disregarding Section 41a, this was not a case where a writ of prohibition should have been issued. In his view, the function of the Board with which the Court was concerned was to determine whether an association

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

of employees has the right to be recognized. For this and other purposes the Board has broad powers of investigation and regulation. In particular, it may order a vote by secret ballot.

Consequently, Mr. Justice Montgomery considered that the Board has jurisdiction to order the taking of a second ballot if it finds it necessary and to prescribe conditions for the holding of such a ballot, and he ruled that there had not been any excess of jurisdiction.

Another argument for issuing a writ of prohibition was based on Section 41b, which reads:

S. 41b. The Board, before rendering a decision on the cancellation or revision for cause of a decision or order rendered by it or of any certificate issued by it, shall permit the parties to be heard and for such purpose give them, in the manner it may deem proper, notice of at least five clear days of the date, hour and place where they may be heard.

If either of the interested parties so summoned fails to appear in order to be heard or refuses to be heard at the sitting called for the day and hour mentioned in the notice, or at any other sitting to which the hearing of the matter may have been adjourned by the Board, the latter may nevertheless proceed with the instruction of the matter and no judicial recourse whatsoever may be founded on the fact that it has so proceeded in the absence of such interested party.

Mr. Justice Montgomery stated that Section 41b has no application to the case at bar. The Board had not cancelled or revised any decision previously made. The only previous decision was that of December 10, ordering the holding of a vote. The vote was in fact held. The decision did not state that any result would automatically follow. Mr. Justice Montgomery could not see that it was in any way cancelled or revised by the decision to hold a second vote.

Regarding the Board's alleged disregard of the Fleetwood Employees' Union, he stated that this union had no acquired rights and its petition for recognition was received by the Board some six weeks after that of the Machinists. The question as to whether the Board acted wisely or unwisely in this case did not arise. It is sufficient that it acted within its jurisdiction.

The Court of Queen's Bench, in a unanimous decision, allowed the appeal from the judgment of the Superior Court granting a writ of prohibition, and restored the decision of the Labour Relations Board ordering a second representation vote. *La Commission de Relations Ouvrières de la Province de Quebec v. Vezina and others, and Electrical Products Mfg. Co. Ltd. and others*, (1963) R.J.B.R. No. 6, p. 531.

Saskatchewan Court of Appeal...

...declines to order quashing of Board's order on issue within its jurisdiction

On March 8, 1963, the Saskatchewan Court of Appeal dismissed an application for a court order to quash an order of the Saskatchewan Labour Relations Board in which the Board found that the employer had engaged in unfair labour practices. The Court ruled that the allegation of error on the part of the Board was one on an issue within the Board's jurisdiction. Consequently, the order was not open to any judicial review, including *certiorari*.

Local 4235, United Steelworkers of America, was certified bargaining agent for a unit of workers employed by Westeel Products Limited, Saskatoon, and concluded a collective agreement dated May 15, 1959, which contained provisions relating to adjustment of grievances, seniority and other matters. On June 7, 1961, three employees submitted layoff grievances, which the employer and its agent refused to entertain.

The union instituted proceedings before the Labour Relations Board for an order determining whether unfair labour practices had been practised by the employer contrary to the Trade Union Act. The union argued that, since the employer and its agent had refused to negotiate for settlement of the grievances, it was guilty of an unfair labour practice under the Trade Union Act.

After a hearing on the union application, the Board found on November 23, 1961 that the collective agreements dated May 15, 1959 and May 15, 1961, containing provisions for grievance settlement, bound the parties, and that the failure of the employer to entertain the layoff grievances had constituted an unfair labour practice within the meaning of the Act.

The employer, in *certiorari* proceedings, made an application to quash the order of the Labour Relations Board. It was contended for the employer that when the alleged grievance arose on June 7, 1961, no collective bargaining agreement existed, since the one concluded on May 15, 1959 had terminated on May 6, 1961, and as a result there was no unfair labour practice on the part of the employer or its agent in failing to entertain the alleged grievances. Moreover, it was contended that the Board did not have the jurisdiction to deal with and adjudicate upon the grievance.

Mr. Justice Culliton, who rendered the judgment of the Court of Appeal, held that the question to be determined was whether the alleged error the employer relied on was one that went to the Board's jurisdiction

or was one on an issue within the Board's jurisdiction. If the latter case applied, then the order was not open to judicial review.

Mr. Justice Culliton ruled that the record showed that two collective bargaining agreements existed, one effective May 15, 1959 and the other effective May 15, 1961. The latter agreement, he held, was in force on September 29, 1961, when the union applied to the Board for an order. In addition, he ruled that, although the union's application referred only to the 1959 agreement, "it was for the Board to determine the effect to be given to the respective agreements as related documents."

Mr. Justice Culliton decided that the Board had the jurisdiction to undertake the inquiry and to make the order it made. Consequently, the employer's allegation was not one of jurisdiction, but rather that the Board, having properly entered upon the inquiry, miscarried in the course of the inquiry. He added that if the Court were to entertain the application by way of *certiorari*, it would be assuming an appellate function which it is not permitted to do. He therefore dismissed the application with costs. *Re Westeel Products Ltd. and Saskatchewan Labour Relations Board*, (1963), 39 D.L.R. (2d), p. 108.

Recent Regulations under Provincial Legislation

British Columbia increases minimum rates in offices, garages, service stations and laundry, cleaning and dyeing industry. Newfoundland issues new general minimum wage order and P.E.I. establishes minimum wage rates for female laundry workers

In British Columbia, new minimum wage orders for office workers and for employees in the laundry, cleaning and dyeing industry established a general minimum of \$1 an hour and require the payment of time and one half the regular rate after 40 hours in a week. A revised order for the automotive repair and gasoline service station industry set a minimum wage of \$2 an hour for automotive mechanics and of \$1 an hour for other employees in the industry.

In Newfoundland, two general orders issued in 1955 were replaced by a new order that set a minimum of 70 cents an hour for male employees over 17 years of age and of 50 cents for women.

A new minimum wage order for women issued by the Prince Edward Island Labour Relations Board set a minimum wage of 55 cents an hour for experienced female laundry workers and of 50 cents for persons on probation.

Other recent regulations dealt with the transportation of radioactive substances in Alberta, wages of apprentice barbers in Ontario, and gas appliances in British Columbia.

Alberta Public Service Vehicles Act

In Alberta, new requirements governing the transportation of radioactive substances by road were added to the regulations under the Public Service Vehicles Act and gazetted on July 31 as Alta. Reg. 295/63.

The new provisions forbid any person to transport any radioactive substances in a public service vehicle without a permit

from the Highway Traffic Board. The issuance of a permit is conditional upon the filing by the carrier of insurance satisfactory to the Board.

A permit is valid only if the radioactive substance is packed, handled, labelled and transported in accordance with relevant statutes or regulations of the Government of Canada or its duly authorized agencies, including any regulations of the Alberta Department of Public Health.

"Radioactive material" is defined as any material that spontaneously emits ionizing radiation and of which the radioactivity per gram exceeds 0.002 microcurie, as defined by the International Atomic Energy Agency, Vienna, 1961.

British Columbia Gas Act

British Columbia has amended its regulations under the Gas Act governing the installation of gas piping, appliances and venting. Gazetted as B.C. Reg. 124/63 on August 8, the amendments, although mainly technical in character, include several new control provisions.

One new requirement stipulates that only a welder certified under the Boiler and Pressure Vessel Act may do welding on house piping. (House piping is defined as the gas piping in any premises beyond the outlet of the meter and the gas piping in any premises ahead of the meter that is not installed by or on behalf of the gas company).

No one may cause or permit a gas appliance to be fired at an input rating in

excess of that approved by a departmental inspector or a local inspector.

It is now forbidden to install a gas-fired appliance in a commercial garage where vehicle maintenance is done, unless it is adequately protected against possible damage and the burner is at least three feet above the floor of the working area.

The Canadian Standards Association and the Underwriters' Laboratories of Canada are now recognized as approval agencies for gas-fired commercial or industrial appliances, in addition to the Canadian Gas Association. If a commercial or industrial gas-fired appliance does not bear the approval seal of one of these agencies, a gas fitter must, before commencing its installation or reinstallation, ascertain that an application for its certification has been made to the Gas Inspection Division of the Department of Public Works.

Every person who imports into or manufactures a gas appliance in British Columbia must now have it certified by the Gas Inspection Division. Previously, such approval was the responsibility of the seller or, if no sale was involved, the contractor.

British Columbia Male and Female Minimum Wage Acts

In British Columbia, new minimum wage orders for office workers and for the laundry, cleaning and dyeing industry gazetted on August 22 increased the minimum wage from 75 cents to \$1 an hour. A revised order for the automotive repair and gasoline service station industry gazetted the same day set a minimum wage of \$2 an hour for automotive mechanics and of \$1 an hour for other employees in the industry.

All three orders permit the payment of lower minima during the first three months of employment. A fourth order rescinded a 1949 minimum wage order for the grass dehydration industry, which had set a minimum of 60 cents an hour.

The new rates for the laundry, cleaning and dyeing industry and for the automotive repair and gasoline service station industry went into force on September 30. The revised order for office workers took effect on October 7.

Coverage

The coverage of the orders is unchanged. The new order for office occupations (B.C. Reg. 151/63) applies to all office workers, including accountants, attendants in physicians' and dentists' offices, auditors, bookkeepers, cashiers, checkers, clerks,

comptometer operators, draughtsmen, invoicers, stenographers, typists, switchboard operators and persons operating other types of office equipment.

The revised order for the laundry, cleaning and dyeing industry (B.C. Reg. 148/63) governs all persons in the industry.

The order for the automotive repair and gasoline service station industry (B.C. Reg. 150/63) applies, as before, to all operations in the construction, reconstruction, alteration, repair, overhaul, painting, cleaning, washing or reconditioning of vehicles powered by internal combustion engines, as well as to retail gasoline service stations, gasoline pumps or retail outlets where gasoline is sold. The order does not, however, apply to persons employed in the production-line or assembly-line manufacture or reconditioning of automobile parts for resale, nor does it cover automobile salesmen, office employees, watchmen or janitors.

All three orders again exclude persons employed in a supervisory, managerial or confidential capacity who are exempt from the Hours of Work Act.

Minimum Rates and Overtime

As indicated above, the general minimum for office workers and for employees in the laundry, cleaning and dyeing industry has been increased from 75 cents to \$1 an hour, bringing the minimum for these employees into line with that payable in the mercantile, manufacturing, fish processing, hotel and catering and fresh fruit and vegetable processing industries.

In line with the usual practice, some exemptions from the \$1-an-hour minimum are provided. Both the order for offices and the order for the laundry, cleaning and dyeing industry permit the payment of lower rates during the first three months of employment without the employer's having to obtain a permit from the Board of Industrial Relations. The minimum for inexperienced workers is now 85 cents an hour during the first month of employment, increasing to 90 cents the second month and to 95 cents the third month. As in other recent orders, a month's employment is defined as a period of 22 working shifts. Under the previous orders, learners' rates were payable only to persons with permits from the Board but the learning periods were shorter—two months in offices and six weeks in the laundry, cleaning and dyeing industry.

In the automotive repair and gasoline service station industry, the rate for skilled employees has been increased from 90 cents to \$2 an hour. This new rate applies to

employees doing the work usually done by journeymen, including mechanics, machinists, metal-men, painters, electricians, radiator-men, battery-men, body-men, forgers, vulcanizers, trimmers and welders.

Other employees in garages and service stations must be paid \$1 an hour, instead of 55 cents, except during the first three months of employment in the industry, when the minimum is 85 cents, 90 cents or 95 cents an hour, depending on experience.

Following the usual custom, all three orders make an exception for a part-time worker, apprentice or handicapped employee with a special permit from the Board authorizing him to work for less than the minimum wage. All three orders provide that such an employee must be paid the rate specified in the permit.

A new feature of the revised orders for offices and for the laundry, cleaning and dyeing industry is that time and one half the regular rate is now payable after 8 hours in a day and 40 hours in a week. Previously, this premium rate was payable after 8 hours in a day and 44 in a week.

An exception from the 40-hour standard is permitted in places where, in accordance with the Hours of Work Act, the Board has approved an agreement between the employer and the employees to average hours over a fixed period. In such cases, an office worker or an employee in the laundry, cleaning and dyeing industry is entitled to the premium rate for all hours worked in excess of an average of 40 hours a week in the specified period.

The overtime provisions in the order for service stations and garages are unchanged. The premium rate is again payable after 8 hours in a day and 44 in a week, with the usual provision for exceptions in cases whereby, by agreement, hours are averaged over a fixed period.

Daily Guarantee

The daily guarantee provisions in the three revised orders are similar to those in other British Columbia minimum wage orders. An employee must be paid at his regular rate of pay for all time spent at his workplace in response to a call from the employer, with a minimum of two hours pay for reporting for work and four hours if he commences work, subject to the usual qualifications.

School students reporting for work on a school day are entitled to at least two hours pay at the regular rate.

Deductions

The order for the laundry, cleaning and dyeing industry again includes a provision prohibiting an employer from making a

deduction from an employee's wages for unsatisfactory work or for accidental damage to any article.

Hours and Weekly Rest

Subject to the exceptions provided in the Hours of Work Act, hours are again limited to 8 in the day and 44 in the week.

In offices, the working hours of persons employed on a split shift arrangement must, as before, be confined within 12 hours immediately following commencement of work. As formerly, the Board may approve an arrangement permitting a switchboard operator who resides on the employer's premises to take emergency calls between the hours of 10 p.m. and 8 a.m.

The weekly rest provisions are unchanged. Office workers and employees in the laundry, cleaning and dyeing industry are again entitled to a weekly rest of 32 consecutive hours, which may be varied by the Board upon the joint application of the employer and the employees concerned.

In the automotive repair and gasoline service station industry, however, employers, although required to observe the hours of work provisions, are not obliged to give their employees a weekly rest.

The three new orders contain the usual provisions respecting semimonthly pay, the posting of orders and work schedules and the keeping of records and employee registers.

Newfoundland Minimum Wage Act

A new order under the Newfoundland Minimum Wage Act set a minimum wage of 70 cents an hour for male workers over 17 years of age and of 50 cents for females over 17, effective November 1.

The new order, which was gazetted on October 8, replaced two 1955 orders that set a minimum wage of 50 cents an hour for males over 17 years and of 35 cents for women.

The new minimum rates apply to all employees over 17 years of age, whether paid by the hour or on a weekly or monthly basis, except persons employed in farming, market gardening or in domestic service in a private home. (Private home is again defined as a residence other than a place where board and lodging is provided for more than two persons for remuneration and as a business).

As before, the order requires the payment of time and one half the minimum rate for overtime work. If an employee is paid on an hourly basis, this premium rate is again payable for all time worked in excess of eight hours in the day and for all time worked on a Sunday. Employees who are

paid on a weekly or monthly basis must be paid the overtime rate for all time worked in excess of 48 hours in a week.

The overtime provisions do not apply, however, to persons subject to the Hours of Work Act, 1963, which sets a higher overtime standard. This Act, which regulates working hours and employment conditions in shops, requires shop employees throughout the province to be paid time and one half for all time worked in excess of 8 in the day and 40 in the week.

Ontario Apprenticeship Act

In Ontario, an amendment to the apprenticeship regulations dealing with minimum wages of apprentice barbers was gazetted on September 14 as O. Reg. 244/63.

The minimum wage now payable to an apprentice barber during the first year of apprenticeship is 50 per cent of the journeyman's rate instead of 40 per cent. As before, this must be increased to 70 per cent the second year and to 90 per cent the third year.

P.E.I. Women's Minimum Wage Act

The Prince Edward Island Labour Relations Board recently issued its first province-wide minimum wage order for women, establishing a minimum wage of 55 cents an hour for experienced female laundry workers and of 50 cents an hour for persons on probation.

Issued under The Women's Minimum Wage Act, the new order was approved by Minute-in-Council 582/63 and gazetted on September 28, to take effect 10 days after date of publication.

The new order covers all female laundry workers except office staff. In the order the term "laundry" means any commercial establishment where household soft goods or articles of wearing apparel are cleaned, but it does not include a dry cleaning plant.

As indicated above, the order sets a lower minimum for persons on probation. For a period not exceeding 30 calendar days from

the original hiring date, a female laundry worker on probation may be paid a minimum of 50 cents an hour. After the expiration of this probationary period, the regular minimum of 55 cents an hour applies.

The order specifies that female laundry workers are to be paid for all time spent on the employer's premises on call or available for work.

The employer is expressly prohibited from making deductions from the minimum wage for time not worked because of a statutory holiday, if a female laundry worker works the scheduled working days in the week in which the holiday occurs, or, if the holiday falls on a Monday, if the employee has worked the last scheduled working day immediately prior to the holiday. A female laundry worker who works on a statutory holiday must be given one day off, without deduction, within the next 14 days, the order further providing that the statutory holiday or the day in lieu thereof is to be considered as a working day for purposes of the order.

Female laundry workers are entitled to a weeks vacation with full pay after one year of continuous employment and to two weeks after two years.

The order also prohibits deductions from wages for time lost due to sickness in excess of one days duration, provided the female laundry worker presents the employer with a doctor's certificate verifying the illness. The order states, however, that no compensation is payable for the first days illness. According to the order, sick leave is to be available and is to accumulate at the rate of one day for each month of employment to a maximum of fourteen days.

Two earlier orders for women applicable only in the Charlottetown and Summerside areas set a minimum of \$21 a week for experienced waitresses and of \$18 for waitresses on probation. These minima were based on a work week of 48 hours or on the normal number of hours worked if less than 48.

The Women's Bureau of the Department of Labour last month was visited by two Japanese women whose trip to Canada was sponsored by their country's Ministry of Education as a feature of their Women's Social Education Section.

The visitors were Mrs. Kiku Fukuchi, President, Federation for the Welfare of Mother and Children, Saga Prefecture; Miss Aayako Ohashi, President, Alumnae Association of Kumamoto Women's Organizations, Shiga Prefecture.

After a week's study tour in Ottawa they made visits of similar duration to Toronto and Vancouver.

Monthly Report on Operation of the Unemployment Insurance Act

Claimants for unemployment insurance benefit number 192,500 on August 30, about 10 per cent fewer than month earlier and slightly below figure at end of August 1962, statistics show

Claimants for unemployment insurance benefit numbered 192,500 on August 30.* This figure was about 10 per cent below the total of 219,000 on July 31, and slightly below the figure of 198,700 on August 31, 1962.

The proportion of males was the same, 65 per cent, on all three dates.

Initial and renewal claims filed during August numbered 86,200—almost 25 per cent fewer than the July total of 112,900, and 13 per cent below the August 1962 figure of 98,800.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in August was estimated at 141,900, compared with 150,800 in July and 157,100 in August 1962.

Payments during the month totalled \$14,000,000, compared with \$15,500,000 in July and \$15,900,000 in August 1962.

The average weekly payment per person was \$23.50 in August, \$23.37 in July and \$22.97 in August 1962.

Insurance Registrations

Insurance books or contribution cards have been issued to 4,614,740 employees who have made contributions to the Unemployment Insurance Fund at one time or another since April 1.

On August 31, registered employers numbered 337,769, an increase of 862 since July 31.

Enforcement Statistics

During August, 10,322 investigations were conducted by enforcement officers across Canada. Of these, 6,793 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 196 were miscellaneous investigations. The remaining 3,333 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 280 cases, 144 against employers and 136 against claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,188.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in August totalled \$29,579,502.02, compared with \$31,811,728.95 in July and \$30,483,837.79 in August 1962.

Benefits paid in August totalled \$14,007,036.69, compared with \$15,506,193.60 in July and \$15,878,046.40 in August last year.

The *credit* balance of the Fund on August 31 was \$7,100,864.83; on July 31 there was a *debit* balance of \$8,471,600.50. On August 31, 1962, there was a *credit* balance of \$59,833,764.42.

This was the first month since March of this year that the Fund has had a credit balance. The lowest point was reached in May, when the debit balance was \$37,181,721.58.

* These do not necessarily relate to the investigations conducted during this period.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

Monthly Report on Placement Operations of the NES

Activity of the National Employment Service showed a marked seasonal increase during September.

Vacancies notified by employers to NES offices during the month were up to 148,300, a number 1.0 per cent greater than that a year earlier. The improvement was the result of a 3.4-per-cent increase, to 99,500, from September a year ago in the number of male vacancies. This increase more than offset a decrease of 3.6 per cent in female vacancies.

At the end of September, vacancies notified since the beginning of the year reached a total of 1,072,700, less than the total for the same period in 1962 but more than in any other year since 1956.

During September, 126,100 placements were effected, a number 6.1 per cent smaller than that during September a year ago but more than during any other September since 1944. Male placements, at 87,400 or 69.3 per cent of the total, recorded a year-

to-year loss of 4.6 per cent—significantly less than the 9.4-per-cent decrease for females.

Some 14,900 or 11.9 per cent of the placements in September involved the movement of workers from one local office area to another. This was a considerable increase from the previous month and was due to large-scale movements of harvest workers, which normally take place in September. In the Pacific region, a substantial increase in total placements from a year ago was recorded as a result of increased hirings of harvest workers.

Percentage year-to-year changes in placement totals for the regions were as follows: Atlantic -7.6, Quebec -8.8, Ontario, -12.8, Prairie -0.2, Pacific +19.1.

Placements at the end of the third quarter of 1963 reached a total of 866,700. This was 13.5 per cent lower than for the same period in 1962 but well above every previous year since 1945.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2227, Sept. 11, 1963

Summary of the Main Facts: The claimant filed an application for benefit on May 2, 1962. She was registered for employment as a cashier, the occupation she had followed from September 1961 until April 28, 1962 in the small village in which she lived. Her salary had been \$30 a week.

She said she had been laid off because her employers had wanted her to work part-time beginning April 30. She explained that she had to have a full-time job because her husband, a musician, worked only two days a week.

She explained also that on the two days that he worked her husband needed the car, and therefore she was unable to accept work in the nearest large city. And, she said, "I am available only for full-time work."

The claim was allowed, effective April 29, 1962.

The local office attached the following note to the application; the claimant signed the note.

[The claimant] states that she is not available for work in [nearest city] because she has no transportation. Opportunities for employment [in her village] are limited, as employers in that area do not contact us for personnel.

In the course of an investigation on September 21, the claimant said the reason the unemployment insurance officer did not find her when he visited the village was that "he did not call at the right house." She stated she had been available for employment in or around her village and didn't particularly want to work in the nearest city because it was too far to commute. She added:

My mother owns a store in [a nearby town] and does dressmaking and alterations. I go there one day a week and am learning to sew and make alterations, also to knit, with the object in mind of being able to earn some money. I have not earned any money yet . . .

On October 26 she made and signed a statement that since filing her claim she had been available for work only in her village because she had no transportation to the city as her husband needed the car, that she had never inquired about buses to the city, and that she visited her mother once a week to learn sewing and knitting. "I do not help her in her store."

She stated also that she had inquired about job opportunities in the few stores in her village "from people I know" but not from the owners, that she was ready to accept any employment in the village "for at least \$30 a week" and that she was available for full-time work.

I have been going to my mother's once a week since the beginning of July 1962 for one day every week to learn sewing. Last week I did not go because my husband has been sick and I have to look after him. He is still sick. Today I had to hire a person in order to be able to report to this office.

On December 28, the insurance officer disqualified the claimant (a) one day a week commencing July 1, 1962, and (b) from September 23, 1962 because, in his opinion, she had failed to prove that she was available for work (a) as she was visiting her mother one day every week and (b) as she was nursing her husband during his illness.

In her appeal to the board of referees dated January 10, 1963 she said, regarding the first disqualification, "You claim that I was disqualified because I was good enough to pay a visit to my mother, 15 miles away, once a week. Where is the offence in that?" About the second disqualification she said:

Another faulty disqualification. My husband had a cold and was confined to bed for 2 days. It was during these days that you asked me to present myself at your office and for nothing. I hired a driver and was in your office for the time you called me

The claimant was not present and was not represented when the board of referees heard her case on February 26. The Board unanimously dismissed the appeal, stating:

. . . The board is of the opinion that the claimant has not proven that she was available for work for one day a week beginning week commencing 1 July 1962 and subsequently, because she was leaving her residence on this one day without any means left for the local office to reach her if required, and was engaged during that day in learning to sew and knit.

The board is also of the opinion that the claimant has not proven that she was available for work on the 23 September 1962 and subsequently, because she has indicated that she was required at home to care for her husband and has not shown any proof, as requested, that she no longer is required, such as a medical certificate showing the state of health of her husband

In a letter received in the local office on March 27, the claimant wrote that she hadn't appeared before the board "because I didn't know I had to." She wrote also: "I have paid insurance for some time, I don't know why I can't get it back just like the others." She declared that the local office's statements were not true, and added:

I was leaving my residence to go to my mother to visit her, not to learn how to sew. I know how to sew, as I was taught in school

You also say I was not available on 23 of Sept. because my husband was sick. Did you on 23 of Sept. try to reach me and did not? On Sept. 23 I was due to your office and I was there. My husband was not under medical care as you have referred to, all he had was a cold

and he couldn't go out, but he could stay alone. I repeat: What I have said is true. I would like to know when your next meeting or oral hearing [will be]. I would like to be present.

On March 30, 1963, the claimant applied for leave to appeal to the Umpire, which was granted by the chairman of the board of referees. On the basis of the explanation given by the claimant in her letter received on March 27, 1963, however, the insurance officer submitted her case again to the board of referees. The board reheard the case on May 9, 1963. Its unanimous decision reads:

The claimant appeared before the board together with her husband The claimant in oral evidence denied that she visited her mother each week for a day to learn sewing and knitting, and she produced a high school certificate indicating that she knows how to sew. She further gave evidence that although she had been employed by I.G.A. for a period of five years at [nearby town], she had made no attempt to apply for employment in this town or with the I.G.A. Her personal attempts to secure employment were limited to [her village] and the immediate area. She specifically stated that she was not willing to work in the [nearest city] area

1. The board submit that the claimant, from the weight of evidence, was absent one day per week;

2. The board submit that the claimant gave sufficient evidence to establish that although her husband was sick with a cold, this did not require her full-time attention and the original decision of the board was erroneous in this aspect only;

3. In oral evidence the claimant stated that she was not willing to work in [nearest city] and that she had not sought work other than the immediate area of [her village], and this would lead us to the conclusion that the claimant is not presently nor has been available for work since 23 September 1962.

On June 13, 1963, the Chief of the Adjudication Division of the Unemployment Insurance Commission submitted the following for consideration by the Umpire:

1. The board concluded from the evidence that the claimant was not available for work for personal reasons for one day per week commencing 1 July 1962. It is submitted that this disqualification should not be disturbed.

2. When the case was reheard, the board of referees decided that the grounds for the disqualification under section 54(2)(a) commencing 23 September 1962, were not applicable. However, the board concluded that, as the claimant was continuing to restrict her availability for work to the immediate vicinity of [her village], she was not available for work and that she had not been available for this reason since 23 September 1962.

3. It is therefore submitted that the unanimous decision of the board of referees should be upheld and the claimant's appeal be dismissed.

Considerations and Conclusions: On the facts before me, I see no valid reason to remove the disqualification which was imposed on the claimant by the insurance

officer for one day per week commencing July 1, 1962. The claimant has adduced no evidence to show that she had made reasonable arrangements to be reached by the local office on the days she was visiting her mother and to return immediately and report to that office in the event of a call regarding an opportunity of suitable employment.

With respect to the disqualification that was imposed on the claimant as from September 23, 1962, I consider that the unanimous decision of the board of referees was justified in that, as the claimant had restricted her availability for work to the immediate vicinity of a small village and to employment involving a salary of "at least \$30 per week", and during the five months or so which had elapsed since she had become unemployed, had been unable, either through her own efforts or those of the local office, to secure employment of the kind she desired, she had been given a sufficient period in which to explore the conditions of the labour market of the area in question.

I consequently decide to dismiss the claimant's appeal.

Decision CUB 2232, Sept. 12, 1963

(Translation)

Summary of the Main Facts: The claimant filed an initial (postal) application for benefit on December 17, 1962, and registered for employment as a plumber's helper. He had lost his job on December 8 because, he said, "the work was terminated. We could no longer work due to the cold weather."

On February 8, 1963, the local office notified the claimant that there was a vacant job as apprentice-helper on the dam which Hydro Québec is building on the Manicouagan river. This was day-time employment, the probable duration of which would be from ten to twelve months, at an hourly salary of \$1.84, which is the prevailing rate in the district for that kind of work. The work day was ten hours, with a 60-hour week. The distance between the place of employment and the residence of the claimant was 250 miles, and the cost of transportation by air was \$35.

The claimant accepted the job offered to him but later refused it. The local office reported that he had come to the office to receive his benefit "in order to join the employment to which he had been referred; he had accepted it, he was ready to leave and the employment had been confirmed to us by the recruiting office of Hydro Québec."

On February 23, the claimant replied as follows to a request for information:

I am answering your letter which I have just received concerning my employment which was to have started on February 10. It was to work on the Manicouagan river, or 150 miles, and in order to do so, I needed clothes to the extent of \$75 to \$100 apart from the travelling expenses.

I tried everywhere to obtain money to make the trip, and I came back to zero—unable to go to work. It is pretty hard to live on unemployment insurance—just enough to live with a wife and one child. If you wish to finance me to the extent of \$150, I am willing to leave at any moment; otherwise, send my cheque as soon as possible, because I need it very badly.

On March 5, the insurance officer disqualified the claimant from February 10 to March 23 because he had refused to accept suitable employment after learning that such a position was vacant or about to be vacant (section 59(1) of the Act).

On March 7, 1963, the claimant appealed to a board of referees. In his appeal, he said, among other things:

... You people believe that a man can go away without a cent in his pockets and without anything to eat... I told the girl at the employment office that I would need money to go. I have no clothes. She told me that I did not have to go if I had no money or clothes; I went to obtain my week at the unemployment office, and they refused. I told her that I could not go there.

The board of referees met on April 3 for the purpose of hearing the case. The claimant was not present nor represented. The majority decision of the board reads in part as follows:

... We believe that, being assured of future and very remunerative employment, the claimant certainly could have found someone who would have loaned him the necessary money. This was employment in his line, with a very reasonable salary, and in a few days of work he could have refunded the money he had borrowed.

The board of referees, in a majority decision, therefore, considers that the claimant did not act in such a manner as to be able to accept the suitable employment which was offered to him, and consequently maintains the decision of the insurance officer.

The dissenting member expressed the following opinion:

The claimant, who was laid off... due to extreme weather conditions, always retained his job in spite of the bad weather he had to face, and one can assume that if the job had not left him, he would not have left it.

It must be noted that the salary of the claimant while working... was reasonable, but insufficient to allow him to save money, taking into consideration normal expenditures.

According to the remarks of the local office, the claimant had accepted the position and was getting ready to leave, probably hoping that he would receive some advance or loan. If his efforts proved unsuccessful—as he declares in

his letter of February 23, 1963—can he be held personally responsible? Can we humanly oblige the claimant to deprive his wife and child of their meager momentary allowance in order to incur the expenses occasioned by a 150-mile trip and by the purchase of suitable clothes for his future work?...

Due to those facts, I believe that the claimant was justified in not having accepted the job which was offered to him, and consequently, he should not have been disqualified under such circumstances.

On May 13, the claimant appealed to the Umpire on the following grounds:

After receiving the decision of the board of referees, I think that it was unfair to render that judgment. I tried everywhere to obtain the necessary funds to pay transportation costs and others. Two or three persons could have loaned me the necessary money—at that time of the year, things were not prosperous; that is why I came back to zero. The members of the board of referees claim that I did not do everything possible, to find the money; I would have liked to see them in my shoes...

On June 20, 1963, the Chief of the Adjudication Division of the Unemployment Insurance Commission forwarded to the Umpire, together with the appeal file, the following statement:

1. The claimant, who lives in a locality which is remote from any industrial centre, held the last time a seasonal employment of two months' duration; he had been unemployed during two months when his local office offered him suitable employment similar to his ordinary work and of a duration of ten to twelve months at the prevailing rate of pay in the district.

2. The claimant refused the employment which was offered to him, pretexting that he did not have the necessary money to buy clothes and pay his transportation costs. This does not constitute good cause for refusing suitable employment (CUBs 825 and 1286). Furthermore, the transportation costs are not excessive in view of the probable duration of the employment (CUBs 1289 and 1689A).

3. We respectfully submit that the majority decision of the board of referees must be confirmed and the claimant's appeal disallowed.

Considerations and Conclusions: The claimant has adduced no corroborating evidence to support his statements that he did everything he could in order to obtain the money which would have allowed him to accept the suitable employment which the local office offered to him on February 8, 1963. Therefore, I must share the opinion of the majority members of the board of referees, which is to the effect that the claimant has not proved he had good cause for refusing the employment in question.

However, after taking into account the remarks made by the dissenting member of the board and all the extenuating circumstances which existed in this case, I decide to reduce the period of disqualification to three weeks.

But for this modification of the period of disqualification, the appeal is dismissed.

Directory of Canadians Studying in United States, 1963-64

The *Directory of Canadians Studying in the United States, 1963-64*, the seventh annual report in a series published by the Department of Labour to assist Canadian employers in their recruitment of professional staff, is now available.

The Directory is based on replies to a survey of students carried out earlier this year from mailing lists supplied by the Institute of International Education, New York, and by the Civil Service Commission, Ottawa.

In addition to providing for Canadian employers a list of Canadian students studying in the United States, the Directory supplies a listing of postgraduate theses being undertaken by the students.

The 1963-64 Directory contains information on about 1,000 undergraduate and 800 postgraduate students. For each student, it lists the following: full name, year of birth, permanent mailing address, degree, expected

year of graduation, university, and field of study. For postgraduate students, the thesis topic is shown, where this information was supplied.

A copy of the Directory may be obtained without charge from the Economics and Research Branch, Department of Labour, Ottawa 4, Ontario.

CORRECTION—A numeral was inadvertently dropped from the memorandum of settlement included in the report of the board of conciliation in the dispute between five stevedoring companies and the International Longshoremen's Association that was reproduced in the September issue. In column 1, page 807, in the penultimate line of the proposed clause 5.11, the companies' contribution to the health and welfare fund should be 15 cents, not 5 cents as printed.

WAGE SCHEDULES

Wage Schedules Prepared and Contracts Awarded during September

Works of Construction, Remodelling, Repair or Demolition

During September the Department of Labour prepared 234 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 195 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 206 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and Defence Construction (1951) Ltd. and the Departments of Defence Production, Northern Affairs and National Resources, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in September for the manufacture of supplies and equipment were as follows

Department	No. of Contracts	Aggregate Amount
Defence Production	130	\$1,216,025.00
Post Office	8	161,151.05
Public Works	6	85,791.00
Royal Canadian Mounted Police	5	17,051.35

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during September

During September the sum of \$3,534.86 was collected from seven contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 87 workers concerned.

Contracts Containing Fair Wage Schedules Awarded in September

DEPARTMENT OF AGRICULTURE

Near Outlook Sask: Peter Kiewit Sons Co of Canada Ltd, Al Johnson Construction Co of Canada Ltd & Poole Construction Co Ltd, construction of spillway crest, South Saskatchewan River Dam (Contract No 34); Saskatchewan Cement Co Ltd (Division of Inland Cement Co Ltd), supply & delivery of cement for SSR Project (Contract 35); Canada Cement Co Ltd, supply & delivery of cement for SSR Project (Contract 35).

CENTRAL MORTGAGE AND HOUSING CORPORATION

New Glasgow, Trenton & Stellarton N S: Lawrence Scaravelli, basement repairs, regrading around basement walls, regrading & regraveling driveways. *Montreal Que:* Planned Renovators, exterior painting of housing units, Parc Royal; Larocque & White, redecking balconies, Place Benoit, Parc Royal & Terrasse Belleville Apartment Projects; Charney Bros Inc, exterior painting of housing units, Le Domaine Housing Project; Sestock Construction Ltd, installation of window wells, fencing & general repairs, Cloverdale Park Apartment Project. *Kapuskasing Ont:* Vroom Construction Ltd, construction of rental housing units, site improvement & planting (FP 1/63). *Pinawa Man:* Brincheski Bros Ltd, supply & placement of granular fill for town centre, AECL Job 47.

In addition, this Corporation awarded 11 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Abitibi Indian Agency Que: Sarto Cote, construction of school & staff residence, Mistassini IR. *Battleford Indian Agency Sask:* A G Fonda, construction of road, Saulsteaux IR No 159. *Shellbrook Indian Agency Sask:* Wm Stoesz, construction of school, Ahtahkakoops IDS, IR 104. *Lesser Slave Lake Indian Agency Alta:* Walter Schmidt Construction, construction of residence & addition, Horse Lake Reserve. *Saddle Lake Indian Agency Alta:* Hamilton Construction Co Ltd, construction of earth fill dam, Cold Lake IDS, Cold Lake Reserve. *Fort St John Indian Agency B C:* Hirtz Bros Construction, construction of access road, Doig River IR No. 206.

DEFENCE CONSTRUCTION (1951) LIMITED

Summerside P E I: Diamond Construction (1961) Ltd, repairs to runway 06-24, RCAF Station. *Dartmouth N S:* Steen Mechanical Contractors Ltd, replacement of valves & expansions joints in distribution system, Shannon Park; Stevens & Fiske Construction Ltd, construction of access road, fusing & arming points for new magazines, HMCS *Shearwater*. *Shearwater N S:* Trynor Construction Co Ltd, resurfacing of station & PMQ roads & driveways. *Sydney N S:* Leonard Construction Co Ltd, shingling of bldg No 2, Point Edward Naval Base. *McGivney N B:* E J Ludford Line Construction Ltd, renovations to electrical distribution system, Camp. *Renous N B:* M F Esson & Sons Ltd, construction of sewage disposal system, RCN Ammunition Depot. *St Margaret's N B:* Malach Roofing & Flooring Ltd, re-roofing of bldgs No. 4 & No. 2, RCAF Station. *Montreal Que:* Delphis Cote Ltd, re-roofing of Armoury, 691 Cathcart St. *St. Jean Que:* Planned Renovators Ltd, interior fire retardant painting of two bldgs, RCAF Station. *Valcartier Que:* Cimota Construction Corp Ltd, construction of office bldg No. 1, Camp; Jean Charet Co Ltd, enlarging substation & alterations to electrical distribution system, Camp. *Val d'Or Que:* North Shore

Construction Ltd, site preparation, Armament Compound, RCAF Station. *Ville La Salle (Montreal) Que*: Langsner-Fuhrer Inc, rehabilitation of steam distribution system, HMCS *Hochelaga*. *Barriefield Ont*: Quintal & England Ltd, re-roofing of Bldgs B-16 & R-23; Cribb Construction Co Ltd, renovations to underground electrical distribution system. *Centralia Ont*: Peerless Enterprises, Division of Tectum Ltd, re-roofing of hangar No 6, RCAF Station. *Clinton Ont*: Ontario Painting & Decorating, exterior painting of PMQs, RCAF Station. *Downsview Ont*: Donald M Hawkins Ltd, exterior painting of bldg No 2, RCAF Station. *London Ont*: Taylor Engineering & Construction Co Ltd, relocation of boiler & repairs to foundations. *Rockcliffe Ont*: Presley Painting & Decorating Co Ltd, exterior painting of PMQs, RCAF Station. *Sault Ste Marie Ont*: Peerless Enterprises, Division of Tectum Ltd, re-roofing of Armoury. *Uplands Ont*: La Cie de Plomberie & Chauffage Gendron Ltee, installation of water treatment system for central heating plant, RCAF Station. *Portage la Prairie Man*: Kostick Electrical Ltd, supply & installation of AMP panel boards, RCAF Station. *Rivers Man*: Etna Heating Industries Ltd, conversion of furnaces to forced air, CJATC. *Moose Jaw Sask*: Bird Construction Co. Ltd, construction of GCA & TRN-17 Tacan facilities & anemometer, ceilometer & transmissometer installation, RCAF Station. *Saskatoon Sask*: Star Blacktop Ltd, surface treatment of roads, RCAF Station. *Cold Lake Alta*: Hillas Electric Co Ltd, alterations to electrical distribution feeders, RCAF Station. *Esquimalt B C*: A J Barr Ltd, water main extension, Munroe Head; Northern Engine & Equipment (BC) Ltd, supply & installation of diesel electric set & control cubicle; Crusader Fence Ltd, chain link fencing, HMC Dockyard. *Vancouver (Richmond) B C*: J T Devlin & Co Ltd, exterior painting of PMQs, RCAF Station.

In addition, Defence Construction (1951) Limited awarded one contract containing the General Fair Wages Clause.

DEPARTMENT OF DEFENCE PRODUCTION

Summerside P E I: Fitzgerald & Snow Ltd, removal of flooring, etc from RCASC Bldg 19, RCAF Station. *Bedford N S*: Foundation Co of Canada Ltd, construction of concrete retaining traverse for bldg No. 106, RCN Magazine. *Cornwallis N S*: Donald J Lowe, repairs to sidewalks, steps, entrance platforms & railings of PMQs, HMCS *Cornwallis*. *Glace Bay N S*: Canada Gunito Co Ltd, waterproofing of Armoury. *Halifax N S*: D A Cummings Ltd, renewal of roof & flashings on bldg No. D-66, HMC Dockyard; Guildford's Ltd, insulation of hot water tanks & repairs to pipe insulation, PMQs, Shannon Park. *Camp Gagetown N B*: J E Wilson Roofing Co Ltd, re-roofing Bldg D8. *Moncton N B*: Vipond Automatic Sprinkler Co Ltd, installation of sprinkler system, Bldg 18. *Woodstock N B*: Vipond Automatic Sprinkler Co Ltd, installation of sprinkler system, Armoury. *Montreal Que*: Amana Construction Co, installation of fire alarm system, Supply Depot, Chabanel St; Guard-X Inc, installation of fire alarm system, Esplanade St Armoury; M T Maher Electric Ltd, installation of fire alarm system, Armoury, 4625 St Catherine St West; Worcester-Rockwood Ltd, installation of sprinkler system, Armoury, 1055 St Gregoire St. *Quebec Que*: Tri-Bec Inc, installation of sirens. *Sherbrooke Que*: Guard-X Inc, installation of fire alarm system, William St Armoury. *Valcartier Que*: Belleville Ent & Construction Inc, installation of column supports under canopies, Camp; Impermeabilisation Citadel Water Proofer's Reg'd, repairs to roof, Bldg 506, Camp. *Ville LaSalle Que*: Chartrand & Frere Excavation Inc, extension to water main system, HMCS *Hochelaga*. *Toronto Ont*: Lux Painting Co, redecoration on second floor, bldg No 2, RCAF Detachment, 1107 Avenue Road. *Trenton Ont*: H J McFarland Construction Co Ltd, resurfacing aircraft parking areas & apron of No 8 hangar at No 6 Repair Depot, RCAF Station. *Portage la Prairie Man*: Cobbe's Plumbing & Heating Ltd, conversion of boiler & heating system to natural gas, Armoury. *Dundurn Sask*: Aero Decorators, exterior painting of bldgs, Military Camp. *Regina Sask*: A E Robertson & Co Ltd, resurfacing cement floor in RCME workshop. *Esquimalt B C*: Pacific Sheet Metal Works, repairs to roofs, bldg Nos 8 & 14, Munroe Head. *Nanaimo B C*: Quinney & Fuller Construction Ltd, exterior alterations, bldg No 1067, Camp. *Vancouver B C*: City Decorators, exterior painting of bldgs, North Jericho. *Victoria B C*: P T Holdsworth, exterior painting of 25 camp bldgs, Work Point Barracks; Plaza Paint Pot, interior painting of PMQs, Work Point Barracks. *Whitehorse Y T*: Dawson Construction Ltd, asphalt paving from Mile Post 917.6 to 917.8, Alaska Highway.

In addition, this Department awarded 69 contracts containing the General Fair Wages Clause.

NATIONAL HARBOURS BOARD

Halifax N S: Pryor Construction Co Ltd, reconstruction of shed 23. *Montreal Que:* Pentagon Construction Co Ltd, construction of wharf, Section 56E. *Quebec Que:* Union Quarries & Paving Ltd, asphalt paving, Pointe-a-Carcy.

DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

Grand Pre N S: Standard Paving Maritime Ltd, construction of granular sub base course & hot mix asphaltic concrete surface, parking area & walkways, Grand Pre National Historic Park. *Elk Island National Park Alta:* D S Greenfield Ltd, construction of Wildlife Laboratory Bldg. *Jasper National Park Alta:* Young Electric (1961) Ltd, construction of underground power distribution system & street lighting for Whistler Camp-ground.

In addition, this Department awarded three contracts containing the General Fair Wages Clause.

POST OFFICE DEPARTMENT

This Department awarded 46 contracts containing the General Fair Wages Clause.

DEPARTMENT OF PUBLIC WORKS

Nobles Cove (Nipper's Harbour) Nfld: Pelley Enterprises Ltd, breakwater reinforcing. *North Harbour Nfld:* Kevin Power, wharf repairs. *Oderin Nfld:* Kevin Power, wharf reconstruction. *Battery Point N S:* B & M Comeau Construction Co Ltd, breakwater repairs. *Dartmouth N S:* Harbour Construction Co Ltd, ground improvements, federal bldg. *Dennis Point N S:* Colin R MacDonald Ltd, breakwater repairs. *Moose Harbour N S:* Acadia Construction Ltd, breakwater reconstruction. *Spry Bay N S:* Naugle's Sand & Gravel Co Ltd, wharf repairs. *Toney River N S:* Joseph Almon, wharf repairs. *Walton N S:* Vondor Construction Co Ltd, breakwater reconstruction. *Dalhousie N B:* T C Gorman (Nova Scotia) Ltd, harbour improvements. *Lameque N B:* Comeau & Savoie Construction Ltd, construction of roadway. *Middle Caraquet N B:* Comeau & Savoie Construction Ltd, wharf repairs. *Whale Cove N B:* Quoddy Constructors Ltd, wharf repairs. *Cap aux Meules M I Que:* P & B Entreprises Ltee, asphalt pavement (wharf); Rene Langford, wharf repairs. *Cap de la Madeleine (Ste Marthe) Que:* Marautier Construction Inc, construction of retaining wall. *Champlain Que:* Marautier Construction Inc, construction of retaining wall. *Chandler Que:* Shickshock Enterprises Ltd, wharf repairs. *Cloridorme Que:* Theodose Pelletier, pile wall reconstruction. *Entry Island M I Que:* Adrien Arseneau, repairs to wharf & slipway. *Fort Chimo Que:* Ron Engineering & Construction (Quebec) Ltd, construction of six dwelling units for Department of Transport. *Gascons Ouest (Anse a la Barbe) Que:* Eugene Beaulieu, harbour repairs. *Harrington Harbour Que:* Landry Construction Inc, wharf improvements. *Havre Aubert Que:* Grant-Mills Ltd, harbour improvements (wharf). *Lauson Que:* L P Gagnon Ltee, construction of concrete walls & asphalt pavement, Champlain Dry Dock. *Mofette Que:* Charest Construction Co Ltd, wharf construction. *Montreal Que:* Rowe Bros & Co (Canada) Ltd, alterations to office partitions on 8th & 9th floors, National Revenue Bldg, 305 West Dorchester St. *Pabos Mills (Anse aux Canards) Que:* Shickshock Enterprises Ltd, jetty reconstruction. *Petite Vallee Que:* Theodose Pelletier, wharf repairs. *Port St Francois Que:* Roger Desilets Inc, construction of retaining wall. *Rimouski Que:* Impermeabilisation Rimouski Ltd, repairs, joint pointing & exterior painting, old federal bldg; Impermeabilisation Rimouski Ltd, repairs to masonry, waterproofing & replacement of roof, new federal bldg; Charles Vailancourt, wharf repairs (lighting system). *Ste Anne des Monts Que:* Theodose Pelletier, reconstruction of protection works. *St Charles sur Richelieu Que:* Louis Provost & Calixte Pigeon, construction of retaining wall. *Ste Croix Que:* Louis Mercier & Fils Enr, construction of protection wall. *Ste Emmelie Que:* Plessis Construction Ltee, construction of protection wall. *St Laurent Que:* Prieur Entreprises Inc, supply & installation of hot water temperature boosters, National Film Board, 3255 Cote de Liesse Rd. *St. Louis de Lotbiniere (Bois des Hurons) Que:* Louis Mercier & Fils Enr, protection works extension. *Ste Rose de Laval Que:* Prieur Entreprises Inc, interior alterations & installation of dumbwaiter elevator, federal bldg. *Cornwall Ont:* Emile Marion & Son, alterations to federal bldgs; Roads Resurfacing Co Ltd, construction of approach road & wharf surface. *Don Mills Ont:* Best Way Cleaning Services Co, interior cleaning, new Trade & Commerce Bldg. *Goderich Ont:* Birmingham Construction Ltd, harbour repairs & improvements (north pier). *Kingsville Ont:* Dean Construction Co Ltd, wall reconstruction. *North Bay Ont:* Hume Paint & Wallpaper Co, exterior painting of federal bldg. *Ottawa*

Ont: Perini Ltd, construction of Environmental Health Laboratory for Dept of N H & W, Tunney's Pasture; Wm R Brookes, electric trolley duct installation, Taxation Data Centre, Tunney's Pasture; Goldstein Bros Ltd, installation of electrical power distribution panels, East Block, Parliament Bldgs; James Stradwick Tile & Flooring Ltd, installation of floor tile, Centre Block, Parliament Bldgs; James Stradwick Tile & Flooring Ltd, renewal of flooring throughout corridors, East Block, Parliament Bldgs; Geo Higman & Sons, exterior redecoration, No 5 Temporary Bldg, Carling Ave; Comet Electric Ltd, installation of buzzer system, Justice Bldg, Wellington St; Roslyn Sales Reg'd, installation of ice cube machines, West Block, Parliament Bldgs; Andrews Bros Construction (Ottawa) Ltd, addition to greenhouse, Plant Products Laboratory; Beaudoin Construction Ltd, roof repairs to stores bldg, Plouffe Park; Irving-Harding Ltd, roofing repairs, Centre Block, Parliament Bldgs; O'Leary's (1956) Ltd, grading, drainage & paving of Ross Ave extension to Tunney's Pasture; Goldstein Bros Ltd, installation of emergency lighting in Postal Stations "A", "B", "C", "D", "E" & Letter Carrier Depots "F" & No 1. *Pembroke Ont:* Eric Belanger, cleaning & painting, Pembroke-Allumette Island Highway Bridge. *Pointe au Baril Ont:* A Haigh, wharf repairs. *Port Credit Ont:* Raponi Eastwood Paving & Construction Ltd, grading & surfacing of wharf site. *Toronto Ont:* Charles Cairney Plumbing & Heating Ltd, alterations to heating system, Postal Terminal "A"; Renkay Construction Ltd, ventilation of loading dock area, Postal Terminal "A"; Inservac Ltd, insulation of parking garage ceiling & associated work, Arthur Meighen Bldg. *Winnipeg Man:* Rowe Bros & Co (Canada) Ltd, supply & installation of metal partitions & related work for National Employment Service, MacDonald Bldg. *Banff & Jasper National Parks Alta:* E Lobe Contracting Ltd, guide rail installation on Banff-Jasper & Jasper-Edmonton Highways. *Calgary Alta:* Dickie's Electric Ltd, electrical renovations, old federal bldg. *Grande Prairie Alta:* Monteyne & Hof Construction, additions & alterations to federal bldg. *Jasper National Park Alta:* W C Arnett & Co Ltd, construction of Fiddle River bridge & approaches, mile 29.8, Jasper-Edmonton Highway. *Departure Bay B C:* Harbour Pile Driving Co, construction of scow grid. *Gibson's Landing B C:* Fraser River Pile Driving Co Ltd, wharf repairs. *Glacier National Park B C:* Astra Construction Co Ltd, construction of avalanche defences, Mile 4.7 & 5.0, TCH. *Grief Point B C:* Fraser River Pile Driving Co Ltd, replacement of mooring buoys. *Kingsgate B C:* Kootenay Contractors Ltd, construction of sewage lagoon for Customs & Excise residences. *New Westminster B C:* The Fraser River Pile Driving Co Ltd, pier protection repairs, New Westminster Railway Bridge; Ratner Construction (1963) Ltd, installation of suspended ceiling in Customs & UIC offices & sealing window in vault, federal bldg. *Nazko B C:* Thompson Construction Co Ltd, construction of bungalow, Williams Lake Agency. *Vancouver B C:* Thorn & Co Ltd, exterior painting & repairs to Begg Bldg. *Hay River N W T:* Gagnier & Stewart Construction Ltd, wharf repairs. *Yellowknife N W T:* O I Johnson Construction Ltd, vault addition to NA & NR Administration Bldg; Solar Construction Co Ltd, supply & installation of laboratory equipment in Assay Office.

In addition, this Department awarded 67 contracts containing the General Fair Wages Clause.

THE ST. LAWRENCE SEAWAY AUTHORITY

Caughnawaga & St Lambert Que: St Lawrence Steeplejacks Co Ltd, painting of structural steel & metalwork, CPR lift bridges, Caughnawaga & CNR lift bridges. *Montreal Que:* Rosco Metal Products Ltd, construction of steel shelter for trailer-mounted boiler, Eastern Region; Hill-Clark-Francis (Quebec) Ltd, supply & erection of steel frame bldg. *St. Lambert Que:* Leslie L. Soltz & Sons Ltd, landscaping (1963), St Lambert Lock. *Near Thorold Ont:* Canadian Gunitite Co Ltd, restoration of counterweights of Bridge 9, Welland Canal.

DEPARTMENT OF TRANSPORT

Deer Lake Nfld: Trynor Construction Newfoundland Ltd, construction of parking apron & entrance road; Nordbec Construction Inc, installation of airport lighting facilities. *St. John's (Torbay) Nfld:* McNamara Construction of Newfoundland Ltd, repairs to access road, car park & related work; Gordon S Fletcher, rehabilitation & construction of parking aprons, etc. *Letite N B:* Clumac Construction Ltd, construction of two dwellings & demolition of existing dwelling & sheds, Letite Lightstation. *Dorval Que:* J Becker Inc, alterations & additions to heating system in district stores & northern shipping bldg, International Airport. *Ile Dorvilliers Que:* Jean Marie Cote, construction of wing dam & rip rap protection. *Montreal Que:* Sanitary Refuse Collectors Inc, collection & disposal of garbage, International Airport; Beaudoin Construction Engr, construction of radar bldg & related work. *Earlton Ont:* W A Ryder Paving Ltd, surface treatment of runway, Airport.

Malton Ont: Dufferin Construction Co Ltd, construction of access & service roads in terminal area & installation of sewer & water system in air cargo & new terminal area, International Airport. *Peterborough Ont:* Newcon Construction Ltd, painting of hydraulic lift lock; Dominion Steel & Coal Corp, structural rehabilitation of hydraulic lift lock. *Sault Ste Marie Ont:* Bedard-Girard Ltd, installation of entrance road & car park lighting, Airport. *Uplands Ont:* Comet Electric Ltd, installation of power cables to airport & voltage regulator for flight operations hangar, Airport; Bedard-Girard Ltd, replacement of lighting on approach No. 07. *Winnipeg Man:* Mercury Mtce Services Ltd, cleaning of terminal bldg complex, Airport. *Medicine Hat Alta:* Standard Gravel & Surfacing of Canada Ltd, construction of runway, Airport. *Kamloops B C:* V B Humphrey Construction Ltd, construction of maintenance garage & related work; Gilmour Construction & Engineering Co Ltd, construction of NDB bldg & related work, Airport. *Kimberley B C:* A G Bayes Ltd, construction of VOR bldg & related work. *Pitt Meadows B C:* K Moore & Co Ltd, installation of rotating beacon, illuminated wind sock & related work, Airport. *Terrace B C:* Dawson Construction Ltd, additional development, Airport. *Victoria B C:* Dawson Construction Ltd, rebuilding DND taxiway, Airport.

In addition, this Department awarded nine contracts containing the General Fair Wages Clause.

In Parliament Last Month

(page numbers refer to Hansard)

The bill to place five maritime transportation unions of Canada under the management and control of trustees (Bill C-102) was passed last month. The resolution preceding introduction of the bill was debated on October 9 (p. 3370) and October 10 (p. 3399); the bill was introduced and given first reading on October 10 (p. 3433), second and third reading on October 11 (p. 3444). The Maritime Transportation Union Trustees Act received Royal Assent on October 18. On October 23, the Minister of Labour announced the establishment of the board of trustees under the Act and the membership of the board (p. 3900).

On October 14, the Minister of Labour described (p. 3509) the special assistance designed to stimulate winter employment that would be given in 45 National Employment Service areas that had been designated as areas of high winter unemployment (see "Department of Labour Today," page 958).

On October 7, the Minister of Labour announced details of an older worker employment and training incentive program to become effective on November 1 (p. 3247).

On October 18, the Prime Minister, in reply to a question, said that the Government did not intend to extend the period of the municipal winter works incentive program beyond the six-month period already announced, November 1 to April 30. The Prime Minister explained that it had been found that under the seven-and-a-half-month period for which the program had been in effect in recent years,

many municipalities began their projects in the fall, discontinued work during the real winter months, and resumed construction in the spring, thus to a considerable extent defeating the purpose of the program (p. 3740).

On October 2, the Minister of National Revenue explained the effect on income tax of the \$500 bonus to be paid to the first purchaser of a new house constructed mainly during the winter period (p. 3126). A person who bought the house as a personal residence for himself, he said, would receive the \$500 payment without being liable for income tax on it.

The Minister of Labour announced on October 7 (p. 3248) that he had revoked the approval previously given under the Annual Vacations Act to vacation pay arrangements contained in collective agreements between the Seafarers' International Union and a large number of shipping companies (See "Notes of Current Interest," page 960).

Bill C-98, to amend the Old Age Security Act to increase the pension paid under the Act from \$65 to \$75 a month, effective October 1, and to increase the rate of old age security tax from 3 per cent with a maximum of \$90 a year to 4 per cent with a maximum of \$130 a year, was introduced and given first (p. 3134), second (p. 3336) and third (p. 3343) reading. The bill, the first to be introduced since the session was resumed on September 30, was given the Royal Assent on October 16.

PRICE INDEX

Consumer Price Index, October 1963

The consumer price index (1949=100) rose 0.1 per cent from 133.4 to 133.6 between September and October. The October index was 1.6 per cent above the October 1962 index of 131.5.*

A decline of 0.7 per cent in the food index dampened the effect of increases in all but one of the other six main component indexes; the tobacco and alcohol index was unchanged.

The food index declined 0.7 per cent from 131.3 to 130.4. The largest price decreases occurred for fresh fruits and vegetables, specifically grapefruit, apples, grapes, potatoes, onions, carrots, turnips and cabbage. Prices were lower also for most cuts of meat and for fish and poultry. Sugar prices were sharply higher and more moderate price increases occurred for cheese, coffee, fats, eggs, tomatoes, lettuce and restaurant meals.

The housing index rose 0.1 per cent from 136.5 to 136.6 as a result of an increase in the shelter component. The household operation component was unchanged. In shelter, a slight reduction in the rent index was not sufficient to offset an increase in the home-ownership index.

The clothing index moved up 1.9 per cent from 116.1 to 118.3. Prices increased for seasonal items of women's and children's wear and for piece goods and jewelry, and decreased for men's wear and footwear.

The transportation index edged up 0.1 per cent from 141.1 to 141.2, reflecting price increases for gasoline, motor oil and urban bus fares.

The health and personal care index increased 0.7 per cent, from 162.7 to 163.8, as both component indexes moved up. In health care, increases were reported for doctors' and dentists' fees, optical care, and prepaid medical care. The personal care index rose as a result of higher prices for toilet soap.

The recreation and reading index rose 0.9 per cent from 149.1 to 150.5. Higher prices were recorded for sporting events, radios, television sets, phonograph records and newspapers.

The tobacco and alcohol index was unchanged at 118.1.

Group indexes one year earlier were: food 127.2, housing 135.4, clothing 115.6, transportation 139.9, health and personal care 160.0, recreation and reading 147.8, and tobacco and alcohol 118.0.

City Consumer Price Indexes, September 1963

Consumer price indexes (1949=100) declined in nine of the ten regional cities between August and September.* There was no change in the Vancouver index.

Decreases ranged from 0.1 per cent in Montreal, Winnipeg and Saskatoon-Regina to 1.2 per cent in St. John's.

Food indexes dropped in all cities, with declines ranging from 0.2 per cent in Saskatoon-Regina to 3.5 per cent in St. John's. Housing indexes increased in four cities, declined in one and were unchanged in five. Clothing indexes were higher in nine cities, unchanged in one. Transportation indexes were higher in three cities, lower in five and unchanged in two. Indexes for health and personal care rose in six cities, fell in two and were unchanged in two. Six cities had higher recreation and reading indexes, two had lower, and two had no change. In all ten cities, indexes for tobacco and alcohol were constant.

Regional consumer price index point changes between August and September were: St. John's -1.5 to 120.2†; Halifax -0.9 to 131.6; Saint John -0.6 to 133.5; Toronto -0.6 to 135.0; Ottawa -0.4 to 134.6; Edmonton-Calgary -0.3 to 127.7; Montreal -0.1 to 133.6; Winnipeg -0.1 to 130.9; Saskatoon-Regina -0.1 to 129.1. Vancouver remained unchanged at 132.2.

Wholesale Price Index, September 1963

The general wholesale index (1935-39=100) rose 0.2 per cent from 244.7 in August to 245.2 in September, which was 1.4 per cent above the September 1962 index of 241.9. Six major group indexes advanced during the month and two declined.

The non-metallic minerals group index rose 0.8 per cent to 190.2 from 188.7 in August. A rise of 0.6 per cent in the textile products group moved the index to 248.0 from 246.6, and the vegetable products group index moved up 0.5 per cent to 223.8 from 222.7. Other major group indexes that were higher in September were the non-ferrous metals products group index, up 0.2 per cent from 198.0 to 198.4; the iron products group index, up 0.1 per cent to 254.4 from 254.2; and the animal products group index of 261.8, practically unchanged from the August index of 261.7.

The chemical products group index of 189.5 was 0.4 per cent below the August figure of 190.2 and the wood products group index declined 0.2 per cent to 324.8 from 325.3.

* See Table F-1, page 1060.

* See Table F-2, p. 1060.

† On base June 1951=100.

The index of Canadian farm product prices at terminal markets moved down 0.6 per cent, from 225.9 to 224.6, in the three-week period ended September 20. The field products index declined 0.7 per cent from 165.5 to 164.3, and the animal products index eased 0.4 per cent from 286.2 to 285.0.

The residential building material price index, on the base 1935-39=100, advanced 0.7 per cent from 311.9 to 314.0 between August and September, and on the 1949=100 base, from 136.8 to 137.7. The non-residential index (1949=100) rose 0.3 per cent from 137.7 to 138.1.

U.S. Consumer Price Index, September 1963

The United States consumer price index (1957-59=100) remained unchanged at

107.1 between mid-August and mid-September, for the second month in a row. Price increases and declines during the month balanced out. The September index was only 0.9 per cent higher than the index one year earlier.

British Index of Retail Prices, August 1963

The British index of retail prices (Jan. 16, 1962=100) declined from 103.3 to 103.0 between mid-July and mid-August. The index for August last year was 101.6.

The latest decline was attributed mainly to decreases in the price of fresh vegetables. The food index declined from 103.7 to 102.3.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 181

Annual Reports

1. ALBERTA. PUBLIC SERVICE COMMISSIONER. *Annual Report for the Year ended December 31st, 1962*. Edmonton, Queen's Printer, 1963, Pp. 17.

2. ALBERTA. WORKMEN'S COMPENSATION BOARD. *Forty-fifth Annual Report for the Year ended December 31, 1962*. Edmonton, 1963, Pp. 39.

3. BRITISH COLUMBIA. WORKMEN'S COMPENSATION BOARD. *Forty-sixth Annual Report, Year ended December 31, 1962*. Vancouver, 1963, Pp. 49.

4. INDUSTRIAL ACCIDENT PREVENTION ASSOCIATION, QUEBEC. *Annual Report, 1962*. Montreal, 1963, Pp. 9, [9] Text in French and English.

5. LAKE CARRIERS' ASSOCIATION. *Annual Report, 1962*. Cleveland, 1963, Pp. 155.

6. ONTARIO. CIVIL SERVICE COMMISSION. *Report, 1962*. Toronto, 1963, Pp. 29.

7. SASKATCHEWAN. WORKMEN'S COMPENSATION BOARD. *Thirty-third Annual Report for the Calendar Year, 1962*. Regina, Queen's Printer, 1963, Pp. 27.

8. U.S. DEPARTMENT OF LABOR. *Annual Report, 1962*. Washington, GPO, 1963, Pp. 289.

9. U.S. FEDERAL MEDIATION AND CONCILIATION SERVICE. *Fifteenth Annual Report, Fiscal Year 1962*. Washington, GPO, 1963, Pp. 60.

Automation

10. ELONKA, STEPHEN MICHAEL. *Standard Instrumentation Questions and Answers; for Production-Processes Control*, by Stephen Michael Elonka and Alonzo Ritter Parsons. New York, McGraw-Hill, 1962, 2 volumes.

Contents: v. 1. Measuring Systems. v. 2. Control Systems.

11. KENNEDY, THOMAS. *Automation Funds and Displaced Workers*. With the research assistance of Frank D. Plaut. Boston, Harvard University, Division of Research, Graduate School of Business Administration, 1962, Pp. 374.

The author defines the term "automation fund" and explains its purpose. He outlines case studies of seven funds and uses them as a basis to analyze automation funds under the topics: goals, benefit programs, legal restrictions, and methods of financing. In summarizing his conclusions, the author makes some recommendations concerning the funds.

12. McCracken, DANIEL D. *A Guide to IBM 1401 Programming*. New York, Wiley, c1961, Pp. 199.

Explains the use of the IBM 1400 Series equipment in business data processing. Partial Contents: The Nature of Data Processing. Introduction to Computing Equipment. Coding Fundamentals. Symbolic Programming. Branching. Address Modification and Loops. Miscellaneous Operations. Magnetic Tape Operations. Random Access File Storage. Planning and installing a Computer Application.

13. U.S. CONGRESS. HOUSE. COMMITTEE ON EDUCATION AND LABOR. *Impact of Automation on Employment; Report of the Subcommittee on Unemployment and the Impact of Automation.* Washington, GPO, 1961. Pp. 23.

Report contains four recommendations: 1. Encouragement and assistance for unemployed to undertake further education; 2. Financial aid for States to provide for retraining of persons displaced from their jobs by automation; 3. The U.S. Employment Service should be strengthened so it can better provide information about employment opportunities throughout the U.S.; 4. Emphasis should be given to greater labour mobility.

Canada at Work Broadcasts

The following three talks were sponsored and published by the Department of Labour in Ottawa in 1963.

14. CUSHING, GORDON. *Labour Management Co-operation.* Pp. 4.

The speaker, Assistant Deputy Minister of the federal Department of Labour, told how labour and management co-operate in labour-management committees to solve problems in production.

15. McROSTIE, G. C. *Winter Construction.* Pp.3.

The speaker, a consulting engineer, pointed out that it is possible to carry out winter construction and suggested some projects that could be carried out during the winter.

16. RANGONGO, MABELA. *Reflections on Discrimination and Personality Factors underlying it.* Pp.7.

The speaker, Lecturer in Social Psychology at St. Patrick's College, Ottawa, discussed racial discrimination.

Commissions of Inquiry

17 CANADA. INDUSTRIAL INQUIRY COMMISSION CONCERNING MATTERS RELATING TO THE DISRUPTION OF SHIPPING ON THE GREAT LAKES, THE ST. LAWRENCE RIVER SYSTEM AND CONNECTING WATERS. *Report.* July 1963. Ottawa, Queen's Printer, 1963. 2 volumes.

Mr. Justice T. G. Norris, Commissioner.

Commissioner appointed under the provisions of the Industrial Relations and Disputes Investigation Act by the Minister of Labour.

Contents: [1] Report. [2] List of Schedules.

The Industrial Inquiry Commission's terms of reference were "To investigate: (1) The circumstances leading to the disruption of shipping in the Great Lakes System including inter-

ference with the operation of the works and facilities of the St. Lawrence Seaway Authority. (2) The denial of the use of port or other works and facilities to vessels calling at Canadian and United States ports on the Great Lakes System. (3) The activities and internal operations of organizations of employees acting on behalf of the employees engaged in shipping and work affecting shipping operations in the Great Lakes System including, without restricting the generality of the foregoing, the Seafarers' International Union of Canada. (4) The relationship and any conflict that may exist between employers or employers' organizations, and employees or organizations of employees, in the shipping industry in the Great Lakes System. (5) Any matters incidental or relating to any of the foregoing matters."

18. CANADA. ROYAL COMMISSION ON GOVERNMENT ORGANIZATION. *Report.* Ottawa, Queen's Printer, 1962-1963. 5 volumes.

Commissioners: J. Grant Glassco, chairman; J. Eugene Therrien, and Watson Sellar.

Contents: 1. Management of the Public Service. 2. Supporting Services for Government. 3. Supporting Services for Government. Services for the Public. 4. Special Areas of Administration. 5. The Organization of the Government of Canada.

Education

19. DETERLINE, WILLIAM ALEXANDER. *An Introduction to Programmed Instruction.* Englewood Cliffs, N.J., Prentice-Hall, 1962. Pp. 131.

"This book is about devices for the presentation of programmed instruction, programs of instructional material, learning principles involved in programing, the underlying controversial issues, and the relationship of the machines, programs, and principles to existing instructional methodology."

20. U.S. OFFICE OF EDUCATION. *Holding Power and Size of High Schools,* by Water H. Gaumnitz and Ellsworth Tompkins. Washington, GPO, 1950. Pp. 25.

21. U.S. OFFICE OF EDUCATION. *Home Economics in the Public Secondary Schools; a Report of a National Study* [by] Beulah I. Coon. Washington, GPO, 1962. Pp. 156.

22. U.S. OFFICE OF EDUCATION. *Trends in financing Public Education, 1929-30 to 1959-60* [by] Clayton D. Hutchins [and] Dolores A. Steinhilber. [Washington, GPO, 1961] Pp. 136.

23. U.S. OFFICE OF EDUCATION. *Trends in Higher Education, Planning and Management Data, 1957-58 to 1959-60; an Analysis of Changes in Salaries, Tuition and Fees, Room and Board,* by W. Robert Bokelman and Louis A. D'Amico. Washington, GPO, 1961. Pp. 19.

24. WEAVER, GILBERT GRIMES. *Applied Teaching Techniques*, by Gilbert G. Weaver and Louis Cenci. New York, Pitman Pub. Corp., 1960. Pp. 258.

Designed for teachers of industrial arts, vocational education and, technical education.

Education, Vocational

25. AMERICAN FEDERATION OF TECHNICAL ENGINEERS. *Apprenticeship and Training Standards for Draftsmen, developed and adopted by the American Federation of Technical Engineers and recognized by Bureau of Apprenticeship and Training*. Revised 1962. Washington, U.S. Dept. of Labor, Bureau of Apprenticeship and Training, 1963. Pp. 27.

26. EUROPEAN PRODUCTIVITY AGENCY. *The Professional Training of Teachers in Vocational Agricultural Schools*. Project no. 6/14-IV. Paris, OEEC, 1961. Pp. 385.

27. EUROPEAN PRODUCTIVITY AGENCY. *Vocational Training in the Footwear Industry; Report*, by Louis Rama. EPA Product No. 5/10-I. [Paris] OEEC, 1960. Pp. 185.

28. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *JATC Handbook; a Guide to Joint Management-Labor Area-Wide Apprenticeship and Training Committees*. Washington, GPO, 1962. Pp. 52.

29. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *Sample Apprenticeship Schedules covering Mechanical Repair and Personal Service Trades*. Rev. ed. Washington, GPO, 1962. Pp. 119.

Contains sample work schedules for the following trades: baker, barber, beauty operator, butcher-meat cutter, cook, dry cleaner, spotter, and presser, electrical worker, furrier, jeweler, maintenance mechanic-repairman, musical-instrument mechanic, optical technician, orthopedic-prosthetic technician, painter-and-decorator, photographer, tailor, and upholsterer.

30. U.S. OFFICE OF EDUCATION. *The National Defense Counseling and Guidance Training Institutes Program, Basic Facts*. Washington, GPO, 1960. Pp. 9.

31. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL AND TECHNICAL EDUCATION. *Mechanical Technology, Design and Production; a Suggested 2-Year Post High School Curriculum*. Washington, GPO, 1962. Pp. 103.

32. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL EDUCATION. *Determining Requirements for Development of Technical Abilities through Extension Courses*. Washington, GPO, 1961. Pp. 14.

Industrial Relations

33. CONFERENCE ON LABOR, NEW YORK UNIVERSITY. 14th, 1961. *Proceedings*. Albany, Matthew Bender & Co., 1961. Pp. 453.

Conference held May 22-24, 1961.

Some of the topics discussed are aspects of the Labor Management Reporting and Disclosure of 1959 (the Landrum-Griffin Act), picketing, problems of the boycott, labour arbitration, aspects of automation, developments in pension planning, etc.

34. *Labor Peace and Full Employment in Sweden*. Stockholm, 1962. 1 volume (unpaged).

A report on labour relations in Sweden by Ernst N. Michanek, Under-Secretary of State, Ministry of Labor and Social Affairs of Sweden; Bertil Kugelberg, Managing Director, Swedish Employers' Confederation; and, Arne Geijer, President of the Swedish Confederation of Trade Unions.

35. ROBERTS, BENJAMIN CHARLES, Ed. *Industrial Relations: Contemporary Problems and Perspectives*. London, Methuen, 1962. Pp. 288.

Partial Contents: Trade Unions in the Political Climate. Future Trade Union Membership. The Future Organization and Structure of Trade Unions. The Pattern of Collective Bargaining. Economic Policy and Union Activity. Public Policy and the Minister of Labour.

36. SRIVASTAVA, GURSHARANLAL L. *Collective Bargaining and Labour-Management Relations in India*. With a foreword by V.V. Giri. Allahabad, Bookland, 1962. Pp. 407.

37. WARNER, KENNETH OREN, Ed. *Management Relations with Organized Public Employees: Theory, Policies, Programs*. Edited with a pref. and introductory notes by Kenneth O. Warner. Chicago, Public Personnel Association, 1963. Pp. 239.

Deals with management-employee relations in local, state, and federal governments in the U.S.

International Labour Organization

38. INTERNATIONAL INSTITUTE FOR LABOUR STUDIES. *Report for 1962*. Geneva, 1963. Pp. 20.

"The International Institute for Labour Studies was established by the International Labour Organization in March 1960 to further a better understanding of labour problems in all countries and of methods for their solution. It seeks to do this by providing educational facilities, arranging for discussions among persons with experience, encouraging and conducting research and disseminating information." This report describes activities in 1962.

39. INTERNATIONAL LABOUR CONFERENCE. 46th, GENEVA, 1962. *Record of Proceedings*. Geneva, International Labour Office, 1963. Pp. 940.

Labouring Classes

40. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Recognition of Service & Performance*. Washington, 1962. Pp. 13.

Information in this report is based on replies from 134 personnel and industrial relations executives. The report deals with recognition of long-service employees, of retired employees, and of employee performance.

41. CANADA. DEPARTMENT OF LABOUR. ANNUITIES BRANCH. *Retirement Pension Plans for Employees*. Ottawa, Queen's Printer, 1960. Pp. 9.

42. FINEGAN, THOMAS ALDRICH. *Hours of Work in the United States: A Cross-Sectional Analysis*. Chicago, Dept. of Photo-duplication, University of Chicago Library, 1960. Microfilm copy (positive) of typescript. Collation of the original: 114 p. Thesis, University of Chicago.

"The purpose of this study is two-fold: (1) to formulate a theory of cross-sectional differentials in hours of work of adult males, and (2) to test this theory against selected cross-section data on hours for the United States. The analysis is confined to the 'actual' weekly hours of paid market work of adult males, and the theory is tested against the hours data of industrial and occupational cross sections from 1914 to 1959."

43. NATIONAL INDUSTRIAL CONFERENCE BOARD. CANADIAN OFFICE. *Chart Surveys The Employment Challenge in the 1960's*. Montreal, 1963. Charts in folder.

Consists of charts which show the employment and unemployment situation in Canada in recent times.

44. U.S. PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED. *Jobs for the Handicapped; Program Guide, 1962-63*. Washington, GPO, 1962. Pp. 18.

Mathematics

45. ALLEN, ROY GEORGE DOUGLAS. *Mathematical Analysis for Economists*. London, Macmillan, 1962. Pp. 548.

46. CANADA. DEPARTMENT OF LABOUR. CANADIAN VOCATIONAL TRAINING BRANCH. *Examples of Practical Problems in Applied Trigonometry, Differential Calculus, Integral Calculus*. Ottawa [n.d.] 1 volume (unpagged).

Prepared in co-operation with the Vocational Curriculum Development Division of the B.C. Department of Education.

Occupations

47. CAMPBELL, WILLIAM GILES. *You and Your Future Job*, by William G. Campbell and James H. Bedford. Los

Angeles, Society for Occupational Research, Ltd., 1944. Pp. 368.

48. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Careers Guide; Opportunities in the Professions, Industry and Commerce*. [5th ed.] London, HMSO, 1962. Pp. 276.

A brief description of more than 130 occupations telling something about the work, qualities and educational qualifications required, training, and opportunities and prospects.

49. U.S. INTERAGENCY ADVISORY COMMITTEE ON ESSENTIAL ACTIVITIES AND CRITICAL OCCUPATIONS. *U.S. Department of Commerce List of Currently Essential Activities. U.S. Department of Labor List of Currently Critical Occupations*. Washington, GPO, 1962. Pp. 13.

Professions

50. ENGINEERS JOINT COUNCIL. ENGINEERING MANPOWER COMMISSION. *Professional Income of Engineers, 1962*. New York, 1963. Pp. 51.

51. U.S. BUREAU OF EMPLOYMENT SECURITY. *Placement of Professional Personnel*. Rev. ed. Washington, GPO, 1963. Pp. 72.

Science

52. U.S. OFFICE OF EDUCATION. *Analysis of Research in the Teaching of Science, July 1956-July 1957*, by Ellsworth S. Obourn and Charles L. Koelsche. Washington, GPO, 1959. Pp. [46].

53. U.S. OFFICE OF EDUCATION. *Science and Mathematics in Public High Schools, 1958, Part 1. General Facilities and Equipment*, by Ellsworth S. Obourn. Washington, GPO, 1960, Pp. 70.

This booklet is an attempt to help locate shortages of adequate facilities and equipment need for science and mathematics instruction.

Vocational Guidance

54. BARRY, RUTH. *An Epitaph for Vocational Guidance: Myths, Actualities, Implications* [by] Ruth Barry and Beverly Wolf. New York, Bureau of Publications, Teachers College, Columbia University, 1962. Pp. 241.

The authors examined current theory and practice in vocational guidance and suggest some changes.

55. WRENN, CHARLES GILBERT. *The Counselor in a Changing World*. Washington, American Personnel and Guidance Association, 1962. Pp. 195.

Women

56. MacKENZIE, NORMAN. *Women in Australia*. Melbourne, F. W. Cheshire [1962] Pp. 432. Appendix: *The Legal Status of Women in Australia*, by Enid Campbell, Senior Lecturer in Law, University of Sydney. p. 359-420.

The author, a political scientist and assistant editor of *The New Statesman*, spent a year in Australia in 1959 and 1960 at the invitation of the Social Science Research Council of Australia to investigate the problem of the status of women in Australia.

57. U.S. WOMEN'S BUREAU. 1962 *Handbook on Women Workers*. Washington, GPO, 1963. Pp. 202.

Contains information concerning "women's employment and occupations, the age and marital status of women workers, their earnings and income, their education, and State laws affecting the employment and the civil and political status of women."

58. WEST, MARION MADELINE. *A Handbook for Occupational Health Nurses*, by Marion M. West with Contributions by Brenda M. Slaney and H. F. Chard. [3d ed] London, Edward Arnold Ltd. [1962] Pp. 179.

59. YUDKIN, SIMON. *Working Mothers and Their Children; a Study for the Council for Children's Welfare* [by] Simon Yudkin and Anthea Holme. London, Michael Joseph, 1963. Pp. 199.

Examines the reasons for mothers' taking jobs outside the home, surveys the present situation, and describes the arrangements made for caring for the children. There is an assessment of the probable effect on individual children of their mothers going to work.

Miscellaneous

60. BENSON, ELMER B. *Elementary Tool Design*. Peoria, Ill., C.A. Bennett Co., 1954. Pp. 224.

61. CANADA. DEPARTMENT OF TRADE AND COMMERCE. INDUSTRIAL PROMOTION BRANCH. *How to run a Business*. Ottawa, Queen's Printer, 1963. Pp. 186. Paperback edition.

This book, prepared by business experts in the federal Department of Trade and Commerce, deals with business laws and regulations, records and accounts, insurance, location, and uses and sources of credit, among other topics.

62. CANADIAN TAX FOUNDATION. *Conditional Grants and Canadian Federalism; a Study in Constitutional Adaptation*, by Donald V. Smiley. Toronto, 1963. Pp. 72.

An examination of "shared-cost programs" or "grants-in-aid" or "conditional grants" (The author uses these three terms interchangeably) whereby the federal Government

makes funds available to the provinces for purposes specified by the federal Government with special reference to the fields of health, welfare, transportation, resource development and vocational training.

63. HARRISON, HOWARD ARMOUR. *Realistic Economics and Today's Problems*. Toronto, Published for The Howard Armour Harrison Trust Fund by General Pub. Co. Ltd., c1962. Pp.214.

The author's personal view on economics.

64. INTERNATIONAL ECONOMIC ASSOCIATION. *The Theory of Capital; Proceedings of a Conference held by the International Economic Association*. By F. A. Lutz, Chairman of Programme Committee, and D. C. Hague, Editor. London, Macmillan, 1961. Pp. 414.

65. JACOBSON, EDMUND. *You must relax; a Practical Method of reducing the Strains of Modern Living*. [4th ed., rev. and enl.] New York, McGraw-Hill [1957] Pp. 269.

66. LOVEDAY, ROBERT. *A Second Course in Statistics*. Cambridge [Eng.] University Press, 1961. Pp. 155.

67. U.S. BUREAU OF LABOR STANDARDS. *Control of Electrical Shock Hazards*. Rev. ed. Washington, GPO, 1963. Pp. 16. Safety in industry. Mechanical and physical hazards, no. 1.

68. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL EDUCATION. *Promoting Programs of Supervisory Personnel Development; a Guide to winning Acceptance of Programs and a Glossary of Terms*, by Earl M. Bowler. Washington, GPO, 1960. Pp. 31.

69. WILLIAMS, EDWIN EVERITT. *Resources of Canadian University Libraries for Research in the Humanities and Social Sciences; Report of a Survey for the National Conference of Canadian Universities and Colleges*. Ottawa, National Conference of Canadian Universities and Colleges. 1962. Pp. 87.

70. WILSON, JOHN DOUGLAS. *Practical House Carpentry; Simplified Methods for Building*. New York, McGraw-Hill, 1957. Pp. 360.

71. WORLD ASSEMBLY OF YOUTH. *Rural Youth Activities, a World Survey; a Report and a Study on the World Survey of Rural Youth Organizations undertaken ... in Cooperation with FAO, UNESCO, ILO and the European Confederation of Agriculture ...* Brussels, 1962. Pp. 94.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED OCTOBER 19, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,841	613	1,930	2,487	1,186	625
Men.....	4,894	458	1,391	1,741	857	447
Women.....	1,947	155	539	746	329	178
14-19 years.....	664	68	210	211	124	51
20-24 years.....	870	93	290	279	142	66
25-44 years.....	3,051	251	871	1,137	509	283
45-64 years.....	2,039	180	508	776	367	208
65 years and over.....	217	21	51	84	44	17
Employed.....	6,576	572	1,830	2,421	1,160	593
Men.....	4,687	422	1,309	1,695	839	422
Women.....	1,889	150	521	726	321	171
Agriculture.....	660	42	125	165	312	16
Non-agriculture.....	5,916	530	1,705	2,256	848	577
Paid Workers.....	5,414	475	1,569	2,074	778	518
Men.....	3,726	340	1,092	1,415	517	362
Women.....	1,688	135	477	659	261	156
Unemployed.....	265	41	100	66	26	32
Men.....	207	36	82	46	18	25
Women.....	58	*	18	20	*	*
Persons not in the Labour Force.....	5,705	656	1,681	1,884	947	537
Men.....	1,337	174	390	413	220	140
Women.....	4,368	482	1,291	1,471	727	397

* Less than 10,000.

**TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED OCTOBER 19, 1963,
CANADA**

(estimates in thousands)

Source: DBS Labour Force Survey

	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over ⁽¹⁾	12,546	1,939	3,648	962	3,730	922	1,345
Labour force.....	6,841	664	3,525	826	955	654	217
Employed.....	6,576	608	3,420	766	935	637	210
Unemployed.....	265	56	105	60	20	17	*
Not in labour force.....	5,705	1,275	123	136	2,775	268	1,128
Participation rate ⁽²⁾							
1963, October 19.....	54.5	34.2	96.6	85.9	25.6	70.9	16.1
September 21.....	54.4	33.6	96.7	86.5	25.6	70.3	15.9
Unemployment rate ⁽³⁾							
1963, October 19.....	3.9	8.4	3.0	7.3	2.1	2.6	*
September 21.....	3.7	9.6	2.6	6.7	1.7	3.0	*

⁽¹⁾ Excludes inmates of institutions, members of the armed services, Indians living on reserves and resident of the Yukon and Northwest Territories.

⁽²⁾ The labour force as a percentage of the population 14 years of age and over.

⁽³⁾ The unemployed as a percentage of the labour force.

* Less than 10,000.

TABLE A-3—UNEMPLOYED, WEEK ENDED OCTOBER 19, 1963

(estimates in thousands)

Source: DBS Labour Force Survey

	October 1963	September 1963	October 1962
Total unemployed.....	265	250	283
On temporary layoff up to 30 days.....	12	13	16
Without work and seeking work.....	253	237	267
Seeking full-time work.....	240	227	257
Seeking part-time work.....	13	10	10
Seeking under 1 month.....	96	87	92
Seeking 1-3 months.....	84	79	95
Seeking 4-6 months.....	30	27	32
Seeking more than 6 months.....	43	44	48

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ⁽¹⁾						
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ⁽²⁾	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	Totals (3)
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total....	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total....	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
August.....	49.1	496.1	166.8	85.8	403.5	99.6	726.5	1,518.9	220.1	1,735.5
September....	48.5	503.9	164.3	.....	.....	.....	.....	.....	.....	1,780.5
October.....	47.9	498.9	165.2	.....	.....	.....	.....	.....	.....	1,764.8
November....	47.6	495.2	162.0	86.1	336.0	99.5	750.6	1,556.8	221.4	1,743.0
December....	46.6	481.5	157.1	.....	.....	.....	.....	.....	.....	1,692.5
1963—										
January.....	47.5	484.4	157.7	.....	.....	.....	.....	.....	.....	1,699.4
February....	47.8	488.7	157.6	68.0	272.8	97.2	731.9	1,603.0	222.1	1,699.8
March.....	47.0	493.9	156.3	.....	.....	.....	.....	.....	.....	1,714.1
April.....	46.7	503.2	160.7	.....	.....	.....	.....	.....	.....	1,764.8
May.....	48.1	514.9	165.7	68.6	345.0	102.6	763.7	1,668.8	228.1	1,807.9
June.....	49.2	523.0	170.0	.....	.....	.....	.....	.....	.....	1,863.0
July*.....	49.9	509.4	171.9	.....	.....	.....	.....	.....	.....	1,830.6
August†.....	49.7	523.0	178.4	.....	.....	.....	.....	.....	.....	1,870.8

Seasonally Adjusted										
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total....	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total....	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
August.....	48.1	487.3	159.7	79.3	332.5	97.0	724.9	1,532.4	218.2	1,709.2
September....	47.8	489.8	159.0	.....	.....	.....	.....	.....	.....	1,712.8
October.....	47.6	491.5	161.9	.....	.....	.....	.....	.....	.....	1,722.8
November....	47.4	494.3	160.6	74.0	334.8	99.4	733.6	1,558.6	220.4	1,728.7
December....	46.8	494.3	160.4	.....	.....	.....	.....	.....	.....	1,730.1
1963—										
January.....	48.1	499.5	164.4	.....	.....	.....	.....	.....	.....	1,771.4
February....	48.7	500.6	164.6	77.4	348.4	99.8	751.7	1,615.7	225.4	1,768.8
March.....	47.6	503.3*	164.8	.....	.....	.....	.....	.....	.....	1,777.9*
April.....	48.6	508.7	165.9	.....	.....	.....	.....	.....	.....	1,789.8
May.....	48.0	510.7	164.7	78.7	346.7	102.7	763.6	1,638.2	227.9	1,794.6
June.....	48.2	508.8	164.7	.....	.....	.....	.....	.....	.....	1,799.8
July*.....	48.8	507.4	164.0	.....	.....	.....	.....	.....	.....	1,800.1
August†.....	48.7	514.4	170.5	.....	.....	.....	.....	.....	.....	1,826.9

⁽¹⁾ Quarterly figures are entered opposite the middle of the quarter but represent quarterly totals.

⁽²⁾ Includes post office wages and salaries.

⁽³⁾ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

* Revised.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at August 1963 employers in the principal non-agricultural industries reported a total employment of 3,104,357. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite ⁽¹⁾			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
Averages						
1957.....	122.6	158.1	67.93	115.8	159.1	69.94
1958.....	117.9	163.9	70.43	109.8	165.3	72.67
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	177.8	78.19
1961.....	118.1	181.8	78.11	108.9	183.6	80.73
1962—						
August.....	127.0	188.1	80.80	117.6	187.9	82.62
September.....	126.5	189.5	81.40	117.6	190.8	83.91
October.....	125.4	189.9	81.57	115.9	191.8	84.34
November.....	124.3	189.8	81.53	114.7	192.3	84.55
December.....	120.2	182.6	78.45	110.9	183.6	80.71
1963—						
January.....	117.8	190.6	81.80	111.6	193.5	85.09
February.....	117.4	192.9	82.87	112.2	194.2	85.41
March.....	117.7	193.1	82.96	112.8	195.5	85.95
April.....	119.3	194.4	83.53	113.7	197.2	86.72
May.....	123.6	194.8	83.69	115.3	197.4	86.80
June.....	127.5	194.7	83.64	118.9	196.2	86.29
July*.....	127.7	193.8	83.27	116.9	194.0	85.30
August†.....	129.9	193.8	83.27	119.9	194.4	85.49

⁽¹⁾ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communications, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

* Revised.

† Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

Source: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Aug. 1963	July 1963	Aug. 1962	Aug. 1963	July 1963	Aug. 1962
				\$	\$	\$
Provinces						
Newfoundland.....	149.3	155.4	148.1	76.56	75.77	73.26
Prince Edward Island.....	150.9	153.5	161.1	59.44	58.76	56.45
Nova Scotia.....	99.7	99.6	99.0	68.19	68.68	66.20
New Brunswick.....	112.2	109.8	110.3	67.09	68.15	65.09
Quebec.....	130.3	128.4	127.2	80.68	80.48	78.16
Ontario.....	130.2	127.3	126.6	86.50	86.54	84.18
Manitoba.....	118.8	118.0	117.8	78.40	78.31	76.50
Saskatchewan.....	137.7	136.3	135.8	80.06	79.81	77.67
Alberta (including Northwest Territories).....	169.6	168.0	169.4	84.08	83.77	82.03
British Columbia (including Yukon).....	127.2	124.1	123.5	90.40	91.23	86.96
Canada.....	129.9	127.7	127.0	83.27	83.27	80.80
Urban Areas						
St. John's.....	154.8	154.2	155.2	64.02	64.78	61.30
Sydney.....	83.0	82.9	79.3	81.75	84.81	79.65
Halifax.....	124.5	124.7	124.2	70.78	70.99	68.10
Moncton.....	107.1	107.0	111.1	64.56	64.80	62.47
Saint John.....	105.7	107.0	106.2	68.42	68.68	66.16
Chicoutimi—Jonquiere.....	115.4	114.6	114.1	100.62	100.46	97.76
Quebec.....	129.7	130.6	125.2	72.83	72.78	69.69
Sherbrooke.....	115.0	114.2	111.1	70.08	69.90	68.61
Shawinigan.....	106.2	106.4	88.2	89.16	92.86	87.65
Three Rivers.....	121.9	121.1	120.4	78.11	75.64	74.95
Drummondville.....	90.1	87.4	83.7	68.88	67.19	66.06
Montreal.....	132.0	130.6	129.4	82.61	82.44	80.40
Ottawa—Hull.....	142.8	141.2	139.9	77.74	77.48	76.15
Kingston.....	130.4	129.3	122.1	83.74	83.32	79.72
Peterborough.....	102.4	102.5	98.3	92.96	92.70	89.54
Oshawa.....	156.4	141.7	140.6	96.39	98.16	94.50
Toronto.....	144.2	142.2	139.7	87.87	87.61	85.12
Hamilton.....	121.1	119.1	114.5	91.84	92.48	90.75
St. Catharines.....	118.5	107.0	115.6	93.67	95.52	92.32
Niagara Falls.....	113.2	111.2	114.9	77.50	77.65	77.32
Brantford.....	92.2	89.3	85.8	79.80	80.83	74.85
Guelph.....	132.5	129.8	128.2	78.43	76.16	76.73
Galt.....	124.9	122.8	116.7	74.92	74.78	72.69
Kitchener.....	144.1	142.0	133.4	77.32	77.78	77.51
Sudbury.....	125.9	126.6	144.4	94.91	95.28	92.37
Timmins.....	89.7	90.4	90.8	72.96	75.61	73.26
London.....	145.1	144.1	138.0	79.93	79.91	77.71
Sarnia.....	138.6	135.8	129.5	106.63	109.16	103.83
Windsor.....	79.8	65.4	75.0	92.74	92.09	90.09
Sault Ste. Marie.....	157.8	157.9	153.8	108.84	106.38	102.38
Fort William—Port Arthur.....	117.6	115.3	113.8	82.33	83.77	81.70
Winnipeg.....	117.4	116.5	115.0	74.80	74.62	73.00
Regina.....	158.2	153.4	147.3	78.43	78.29	76.17
Saskatoon.....	151.3	153.6	146.4	74.53	73.64	72.07
Edmonton.....	213.4	212.2	213.2	79.28	79.33	77.72
Calgary.....	186.6	186.8	186.2	83.60	83.45	81.52
Vancouver.....	124.0	121.7	119.7	89.09	89.30	85.36
Victoria.....	122.2	121.8	122.2	83.12	83.81	79.13

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Aug. 1963	July 1963	Aug. 1962	Aug. 1963	July 1963	Aug. 1962
Mining	117.9	118.0	120.7	\$ 101.73	\$ 102.25	\$ 98.39
Metal mining.....	130.7	130.6	136.2	102.44	103.47	100.17
Gold.....	66.5	67.4	69.9	81.82	83.73	81.57
Other metal.....	190.3	189.4	197.8	109.14	110.00	106.28
Fuels.....	82.0	83.0	82.9	107.76	108.29	102.99
Coal.....	38.7	38.7	37.7	80.75	82.09	75.58
Oil and natural gas.....	258.8	264.0	276.8	124.20	123.94	118.75
Non-metal.....	165.2	163.9	161.6	90.43	88.91	84.72
Manufacturing	119.9	116.9	117.6	85.49	85.30	82.62
Durable goods.....	123.0	119.9	119.5	92.34	91.89	89.40
Non-durable goods.....	117.3	114.5	116.0	79.47	79.52	76.69
Food and beverages.....	133.0	125.5	134.5	72.81	73.02	69.88
Meat products.....	138.6	138.9	137.9	85.10	85.44	82.40
Canned and preserved fruit and vegetables.....	95.0	94.9	93.9	83.02	83.66	82.48
Grain mill products.....	114.8	115.1	115.8	73.12	72.83	69.69
Bread and other bakery products.....	98.8	98.6	97.5	105.39	106.87	101.40
Distilled and malt liquors.....	80.7	80.0	81.1	89.27	90.12	86.72
Tobacco and tobacco products.....	111.5	111.1	108.4	88.90	87.78	85.92
Rubber products.....	89.7	87.9	89.4	58.58	56.80	56.38
Leather products.....	95.2	93.6	96.6	57.24	55.33	54.31
Boots and shoes (except rubber).....	79.8	77.1	76.3	61.47	60.05	61.11
Other leather products.....	86.0	84.6	82.8	69.04	67.09	66.71
Textile products (except clothing).....	75.2	73.5	74.6	65.65	62.87	63.39
Cotton yarn and broad woven goods.....	66.0	65.0	63.7	63.52	62.76	62.79
Woollen goods.....	98.9	98.1	92.8	76.36	73.84	72.93
Synthetic textiles and silk.....	96.7	93.7	95.4	55.22	53.12	52.71
Clothing (textile and fur).....	101.0	97.7	98.6	53.86	51.41	50.92
Men's clothing.....	105.8	99.9	103.5	57.75	55.28	55.02
Women's clothing.....	73.6	74.8	75.3	53.95	52.52	52.20
Knit goods.....	117.2	117.4	114.6	74.66	73.63	71.20
Wood products.....	121.8	123.0	118.2	76.21	75.53	72.30
Saw and planing mills.....	123.1	120.7	120.1	73.45	71.55	71.22
Furniture.....	82.9	82.5	85.7	66.59	65.16	63.46
Other wood products.....	132.1	131.8	131.3	101.36	101.30	97.84
Paper products.....	132.9	133.3	132.6	108.82	108.51	105.13
Pulp and paper mills.....	130.0	128.4	128.1	83.04	83.36	79.75
Other paper products.....	126.4	126.4	125.7	93.59	97.60	95.30
Printing, publishing and allied industries.....	116.8	116.5	112.9	97.84	103.07	97.55
Iron and steel products.....	69.2	69.9	55.0	100.67	100.17	95.41
Agricultural implements.....	151.6	149.5	161.4	98.58	85.09	83.51
Fabricated and structural steel.....	115.7	118.3	109.9	84.27	84.48	81.90
Hardware and tools.....	106.7	104.6	119.2	93.96	92.62	90.61
Heating and cooking appliances.....	102.9	102.1	97.3	92.91	92.46	91.18
Iron castings.....	136.4	137.4	129.3	112.57	112.87	109.35
Machinery, industrial machinery.....	135.0	134.9	130.2	96.45	95.93	97.38
Primary iron and steel.....	124.1	122.9	126.6	98.43	96.40	94.96
Sheet metal products.....	116.5	117.1	111.2	98.43	98.41	94.15
Wire and wire products.....	109.3	96.5	105.9	98.29	98.41	97.38
Transportation equipment.....	228.7	223.4	250.2	102.09	100.69	109.69
Aircraft and parts.....	105.7	63.0	86.2	111.80	124.38	93.16
Motor vehicles.....	127.5	111.5	111.4	95.33	93.14	84.47
Motor vehicle parts and accessories.....	56.0	54.2	56.5	85.90	87.53	90.42
Railroad and rolling stock equipment.....	136.5	146.6	148.2	92.58	92.50	94.20
Shipbuilding and repairing.....	130.5	130.3	130.3	97.85	98.05	92.53
Non-ferrous metal products.....	149.1	148.3	148.5	93.54	94.79	90.81
Aluminum products.....	111.7	111.6	105.4	94.56	93.76	102.23
Brass and copper products.....	142.1	142.6	146.7	107.72	107.65	89.20
Smelting and refining.....	156.6	154.9	151.5	90.91	90.83	86.55
Electrical apparatus and supplies.....	117.6	116.6	111.6	97.70	98.68	88.32
Heavy electrical machinery.....	253.9	279.9	275.9	87.45	87.00	79.63
Telecommunication equipment.....	158.7	160.1	150.3	92.04	91.14	84.67
Non-metallic mineral products.....	92.0	90.3	95.5	80.48	81.53	120.87
Clay products.....	174.6	181.2	130.7	86.73	85.43	122.16
Glass and glass products.....	144.1	145.4	143.2	125.96	125.60	98.00
Products of petroleum and coal.....	146.1	147.4	145.1	127.12	101.28	86.28
Petroleum refining and products.....	137.9	138.3	133.0	100.83	90.39	110.25
Chemical products.....	126.0	125.5	122.7	110.19	112.46	97.61
Medicinal and pharmaceutical preparations.....	163.4	165.5	146.1	100.55	100.47	73.03
Acids, alkalis and salts.....	134.9	135.1	132.6	75.22	74.96	88.59
Other chemical products.....	156.4	152.3	149.0	91.63	91.43	94.75
Miscellaneous manufacturing industries.....	14.4	138.8	146.0	98.80	97.73	77.58
Construction	138.8	135.8	141.4	80.81	81.64	86.84
Building and general engineering.....	150.9	143.8	153.6	89.70	87.85	58.84
Highways, bridges and streets.....	146.4	146.2	142.2	58.42	58.34	42.99
Electric and motor transportation	179.5	176.6	167.4	44.64	44.54	49.87
Service.....	154.9	154.6	145.0	52.55	51.61	80.80
Hotels and restaurants.....	141.3	141.3	134.4	83.27	83.27	
Laundries and dry cleaning plants.....	129.9	127.7	127.0			
Industrial composite	129.9	127.7	127.0	83.27	83.27	80.80

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	August 1963	July 1963	August 1962	August 1963	July 1963	August 1962
				\$	\$	\$
Newfoundland.....	39.7	41.2	39.7	1.72	1.54	1.61
Novia Scotia.....	40.7	41.2	41.0	1.64	1.65	1.60
New Brunswick.....	40.5	42.0	41.7	1.57	1.60	1.53
Quebec.....	42.0	41.3	42.0	1.75	1.75	1.68
Ontario.....	40.9	40.9	41.1	2.03	2.02	1.95
Manitoba.....	40.2	40.2	40.2	1.80	1.82	1.75
Saskatchewan.....	39.0	39.2	38.4	2.02	2.03	1.96
Alberta (includes Northwest Territories)	40.1	39.5	40.2	2.01	2.02	1.96
British Columbia (includes Yukon Territory)	37.4	37.7	37.3	2.34	2.36	2.27

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-6—EARNINGS AND HOURS OF HOURLY RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Weekly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Last Pay Period in:					
1962 August.....	41.0	1.86	76.17	182.5	139.3
September.....	41.4	1.88	77.61	185.9	141.4
October.....	41.3	1.89	77.96	186.8	141.6
November.....	41.2	1.90	78.09	187.1	141.8
December*.....	37.3	1.94	72.34	173.3	131.3
1963 January.....	40.7	1.92	78.26	187.5	141.9
February.....	40.7	1.93	78.45	187.9	142.3
March.....	40.9	1.93	79.01	189.3	143.1
April.....	41.0	1.95	80.05	191.8	145.0
May*.....	41.2	1.95	80.25	192.3	144.8
June.....	40.9	1.94	79.64	190.8	142.9
July*.....	40.7	1.93	78.38	187.8	140.2
August†.....	40.9	1.93	78.86	188.9	141.6

NOTE:—The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Aug. 1963	July 1963	Aug. 1962	Aug. 1963	July 1963	Aug. 1962	Aug. 1963	July 1963	Aug. 1962
	No.	No.	No.	\$	\$	\$	\$	\$	\$
Mining	41.8	42.4	41.8	2.24	2.24	2.18	93.55	91.91	91.27
Metal mining.....	41.5	42.1	42.1	2.32	2.33	2.26	96.33	98.00	95.13
Gold.....	42.3	43.0	43.3	1.78	1.80	1.75	75.30	77.63	75.92
Other metal.....	41.3	41.8	41.7	2.51	2.52	2.45	103.81	105.44	101.99
Fuels.....	41.6	42.7	39.6	2.11	2.09	2.10	87.87	89.43	83.35
Coal.....	42.3	43.9	39.8	1.86	1.83	1.83	78.78	80.42	73.05
Oil and natural gas.....	40.5	40.8	39.3	2.54	2.55	2.52	103.05	104.05	98.89
Non-metal.....	43.2	43.2	43.1	2.05	2.05	1.94	88.54	88.50	83.52
Manufacturing	40.9	40.7	41.0	1.93	1.93	1.86	78.96	78.38	76.17
Durable goods.....	41.3	41.2	41.4	2.10	2.08	2.03	86.60	85.86	83.87
Non-durable goods.....	40.5	40.2	40.7	1.77	1.78	1.70	71.80	71.59	69.25
Food and beverages.....	40.1	40.9	40.8	1.63	1.64	1.55	65.46	67.02	63.25
Meat products.....	41.1	41.3	40.5	1.98	1.98	1.92	81.41	81.80	78.06
Canned and preserved fruits and vegetables.....	39.2	39.1	42.6	1.22	1.27	1.16	47.79	49.69	49.36
Grain mill products.....	42.3	42.4	41.8	1.86	1.86	1.83	78.81	78.83	76.47
Bread and other bakery products.....	41.2	41.7	41.5	1.64	1.63	1.54	67.70	68.21	63.98
Distilled liquors.....	40.6	40.1	41.4	2.23	2.29	2.15	90.37	91.85	89.01
Malt liquors.....	40.1	40.6	39.7	2.43	2.43	2.34	97.47	98.88	92.74
Tobacco and tobacco products.....	37.8	38.6	40.2	2.20	2.18	2.01	82.96	84.25	80.77
Rubber products.....	41.7	40.9	41.6	1.99	1.99	1.91	82.84	81.52	79.42
Leather products.....	40.5	39.3	40.9	1.32	1.31	1.27	53.64	51.62	52.00
Boots and shoes (except rubber).....	41.1	39.9	40.9	1.28	1.28	1.22	52.68	50.88	50.03
Other leather products.....	39.4	38.0	40.7	1.42	1.40	1.39	55.78	53.30	56.58
Textile products (except clothing).....	42.5	41.2	42.6	1.47	1.46	1.42	62.54	60.02	60.52
Cotton yarn and broad woven goods.....	41.3	39.5	40.8	1.49	1.47	1.46	61.60	58.15	59.49
Woolen goods.....	42.6	41.9	43.6	1.36	1.35	1.32	57.96	56.62	57.68
Synthetic textiles and silk.....	43.6	42.0	43.8	1.59	1.57	1.51	69.25	65.86	66.07
Clothing (textile and fur).....	39.3	37.7	39.1	1.28	1.26	1.23	50.44	47.67	47.88
Men's clothing.....	39.2	37.4	38.7	1.27	1.25	1.21	49.42	46.88	46.70
Women's clothing.....	37.6	35.9	37.7	1.41	1.38	1.33	52.91	49.56	49.99
Knit goods.....	42.0	40.7	41.9	1.18	1.17	1.14	49.35	47.65	47.63
*Wood products.....	41.6	41.1	41.5	1.72	1.71	1.64	71.46	70.31	68.01
Saw and planing mills.....	40.4	40.4	40.5	1.83	1.82	1.73	73.91	73.36	70.16
Furniture.....	43.9	42.6	43.6	1.57	1.56	1.52	68.79	66.22	66.26
Other wood products.....	42.9	42.2	42.4	1.44	1.42	1.38	61.59	59.79	58.67
Paper products.....	41.7	41.8	41.4	2.30	2.29	2.24	95.71	95.82	92.56
Pulp and paper mills.....	41.6	41.7	41.3	2.47	2.46	2.41	102.87	102.80	99.48
Other paper products.....	41.8	42.0	41.7	1.82	1.82	1.77	76.15	76.47	73.67
Printing, publishing and allied industries.....	38.6	38.3	38.7	2.41	2.40	2.32	93.01	91.94	89.66
*Iron and steel products	41.3	41.4	41.5	2.26	2.25	2.19	93.29	93.12	90.84
Agricultural implements.....	40.3	41.0	41.0	2.32	2.34	2.14	93.60	96.12	87.73
Fabricated and structural steel.....	41.1	41.5	41.4	2.21	2.21	2.14	90.98	91.85	88.36
Hardware and tools.....	42.3	42.7	42.9	1.87	1.87	1.81	79.03	79.94	77.36
Heating and cooking appliances.....	40.6	40.2	41.5	1.90	1.89	1.87	77.26	76.01	76.61
Iron castings.....	42.1	41.8	42.0	2.13	2.10	2.07	89.69	88.87	87.17
Machinery, industrial.....	41.6	41.5	41.8	2.10	2.07	2.02	87.33	87.43	85.56
Primary iron and steel.....	40.3	41.1	40.0	2.70	2.67	2.62	108.82	109.73	104.71
Sheet metal products.....	42.3	41.8	43.6	2.17	2.17	2.18	91.79	90.71	94.88
Wire and wire products.....	42.3	41.8	41.7	2.22	2.18	2.17	94.12	91.16	90.36
*Transportation equipment	40.6	40.6	40.7	2.27	2.23	2.18	92.05	90.66	88.84
Aircraft and parts.....	41.5	40.6	40.8	2.23	2.23	2.16	92.65	90.58	88.18
Motor vehicles.....	40.4	43.8	40.9	2.55	2.57	2.44	103.14	112.43	99.88
Motor vehicle parts and accessories.....	41.3	40.3	41.1	2.18	2.13	2.11	90.06	85.97	86.86
Railroad and rolling stock equipment.....	38.7	39.5	39.5	2.17	2.17	2.08	84.12	85.77	82.32
Shipbuilding and repairing.....	41.1	40.3	41.1	2.23	2.26	2.19	91.44	91.07	89.90
*Non-ferrous metal products	40.9	41.0	40.4	2.24	2.24	2.17	91.55	91.83	87.82
Aluminum products.....	41.3	41.8	42.5	2.01	2.02	1.93	83.02	84.43	81.89
Brass and copper products.....	42.3	42.2	41.8	2.14	2.12	2.06	90.60	89.37	86.17
Smelting and refining.....	40.4	40.5	39.3	2.50	2.50	2.43	101.08	101.26	95.65
*Electrical apparatus and supplies	40.6	40.6	41.0	1.94	1.95	1.91	78.91	79.10	78.21
Heavy electrical machinery and equipment.....	40.3	41.0	41.4	2.18	2.18	2.14	88.02	89.31	88.46
Telecommunication equipment.....	40.4	40.1	40.7	1.74	1.73	1.73	70.20	69.45	70.41
Refrigerators, vacuum cleaners and appliances.....	40.4	40.9	40.0	2.00	2.02	1.94	80.87	82.47	77.69
Wire and cable.....	41.9	43.2	42.1	2.19	2.21	2.13	91.78	95.19	89.57
Miscellaneous electrical products.....	40.7	39.9	41.0	1.84	1.84	1.81	74.83	73.58	74.10
*Non-metallic mineral products	43.7	43.4	43.9	1.98	1.97	1.92	86.66	85.59	84.44
Clay products.....	41.9	41.9	43.5	1.79	1.79	1.75	74.92	74.06	76.00
Glass and glass products.....	40.9	40.4	40.4	1.99	1.98	1.90	81.44	80.06	76.57
Products of petroleum and coal.....	41.9	42.0	41.7	2.71	2.72	2.65	113.58	114.27	110.56
Chemical products.....	40.2	40.8	40.8	2.18	2.18	2.08	87.68	89.10	84.87
Medicinal and pharmaceutical preparations.....	39.4	39.7	39.9	1.70	1.70	1.62	67.11	67.56	64.62
Acids, alkalis and salts.....	38.8	40.3	40.6	2.52	2.52	2.40	97.72	101.28	97.39
Miscellaneous manufacturing industries.....	41.5	41.0	41.6	1.59	1.59	1.53	65.97	65.27	63.64
Professional and scientific equipment.....	40.3	40.0	40.1	1.97	1.96	1.86	79.31	78.22	74.48
Construction	42.2	42.4	42.6	2.12	2.11	2.05	89.64	89.51	87.19
Building and general engineering.....	41.5	41.3	42.0	2.33	2.30	2.24	96.63	95.20	94.04
Highways, bridges and streets.....	43.5	44.4	43.8	1.78	1.78	1.71	77.22	79.16	74.73
Electric and motor transportation	44.6	43.9	44.4	2.03	2.02	1.97	90.80	88.94	87.59
Service	38.4	38.4	38.4	1.13	1.12	1.09	43.44	43.14	41.89
Hotels and restaurants.....	38.2	38.4	38.2	1.09	1.08	1.04	41.54	41.49	39.82
Laundries and dry cleaning plants.....	40.6	40.2	40.2	1.08	1.08	1.05	43.96	43.36	42.32

*Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 652, July issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
October 1958.....	7,319	9,552	16,871	255,451	115,711	371,162
October 1959.....	11,997	13,013	25,010	195,816	107,407	303,223
October 1960.....	11,944	10,866	22,810	281,484	124,255	405,739
October 1961.....	12,936	14,979	27,915	249,228	107,697	356,925
October 1962.....	20,127	17,399	37,536	232,316	105,488	337,804
November 1962.....	22,077	19,204	41,281	328,801	127,955	456,756
December 1962.....	14,281	13,638	27,919	473,575	137,429	611,004
January 1963.....	13,419	12,532	25,951	570,205	163,880	734,085
February 1963.....	13,412	13,930	27,342	591,207	163,864	755,071
March 1963.....	16,085	16,459	32,544	534,889	158,307	693,196
April 1963.....	24,675	20,458	45,133	502,327	149,907	652,234
May 1963.....	22,865	21,723	44,588	341,569	130,084	471,653
June 1963.....	23,271	21,726	44,997	261,541	127,631	389,172
July 1963.....	22,720	19,096	41,816	241,035	122,350	363,385
August 1963.....	25,610	23,933	49,543	208,509	106,482	314,991
September 1963 ⁽¹⁾	24,950	22,037	46,987	187,793	99,162	286,955
October 1963 ⁽¹⁾	24,227	20,923	45,150	219,949	106,320	326,269

⁽¹⁾ Latest figures subject to revision.

Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1959-1962 AND DURING MONTH SEPTEMBER 1962-SEPTEMBER 1963

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1959—Year.....	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960—Year.....	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1962—September.....	228,755	98,476	96,217	50,615	91,653	42,692
1962—October.....	272,614	103,871	101,603	45,949	89,619	38,324
November.....	321,696	113,014	86,859	43,840	74,957	33,481
December.....	338,121	94,533	53,253	40,470	57,541	39,613
1963—January.....	331,104	111,102	56,086	35,963	46,669	28,117
February.....	211,442	75,073	47,295	31,852	39,378	23,755
March.....	209,852	73,346	54,427	35,090	42,942	24,990
April.....	210,392	81,258	77,524	39,149	58,986	26,378
May.....	215,307	90,643	100,832	45,040	88,778	32,272
June.....	210,727	96,469	77,847	43,687	67,482	34,041
July.....	235,602	110,746	86,824	50,519	73,561	41,398
August.....	198,464	94,109	87,258	54,999	70,874	41,013
September ⁽¹⁾	208,077	93,497	99,517	48,816	87,392	38,693

⁽¹⁾ Preliminary—subject to revision.

**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,
DURING SEPTEMBER 1963⁽¹⁾**

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from Sept. 1962
Agriculture, Fishing, Trapping	21,166	5,407	26,573	- 3,533
Forestry	3,651	24	3,675	- 953
Mining, Quarrying and Oil Wells	874	70	944	- 107
Metal Mining.....	494	21	515	- 81
Fuels.....	201	28	229	+ 36
Non-Metal Mining.....	61	2	63	- 37
Quarrying, Clay and Sand Pits.....	63	1	64	- 6
Prospecting.....	55	18	73	- 19
Manufacturing	17,842	11,303	29,145	- 945
Foods and Beverages.....	3,593	4,801	8,394	- 21
Tobacco and Tobacco Products.....	30	11	41	+ 18
Rubber Products.....	151	82	233	- 34
Leather Products.....	268	360	628	- 77
Textile Products (except clothing).....	588	452	1,040	- 40
Clothing (textile and fur).....	488	1,722	2,210	- 123
Wood Products.....	2,310	253	2,563	+ 150
Paper Products.....	1,220	352	1,572	- 137
Printing, Publishing and Allied Industries.....	700	694	1,394	- 192
Iron and Steel Products.....	2,857	404	3,261	- 694
Transportation Equipment.....	2,264	306	2,570	+ 421
Non-Ferrous Metal Products.....	622	220	842	+ 67
Electrical Apparatus and Supplies.....	642	629	1,271	- 232
Non-Metallic Mineral Products.....	769	61	830	+ 35
Products of Petroleum and Coal.....	51	9	60	- 12
Chemical Products.....	512	348	860	0
Miscellaneous Manufacturing Industries.....	777	599	1,376	- 74
Construction	14,255	242	14,497	-1,401
General Contractors.....	9,438	147	9,585	-1,158
Special Trade Contractors.....	4,817	95	4,912	- 243
Transportation, Storage and Communication	6,179	386	6,565	- 839
Transportation.....	5,412	195	5,607	- 937
Storage.....	627	93	720	+ 104
Communication.....	140	98	238	- 6
Public Utility Operation	403	38	441	+ 34
Trade	10,590	6,147	16,737	- 404
Wholesale.....	4,542	1,786	6,328	+ 644
Retail.....	6,048	4,361	10,409	-1,048
Finance, Insurance and Real Estate	550	952	1,502	- 2
Service	11,882	14,124	26,006	- 110
Community or Public Service.....	901	1,500	2,401	- 229
Government Service.....	2,353	678	3,031	+ 548
Recreation Service.....	2,020	321	2,341	- 141
Business Service.....	2,056	1,041	3,097	+ 900
Personal Service.....	4,552	10,584	15,136	-1,188
Grand Total	87,392	38,693	126,085	-8,260

⁽¹⁾Preliminary—subject to revision.

**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX,
AS AT SEPTEMBER 30, 1963⁽¹⁾**

(Source: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers.....	7,518	2,042	9,560
Clerical Workers.....	15,578	42,469	58,047
Sales Workers.....	6,339	11,630	17,969
Personal and Domestic Service Workers.....	25,368	17,384	42,752
Seamen.....	811	25	836
Agriculture, Fishing, Forestry (Ex. log.).....	3,400	257	3,657
Skilled and Semi-Skilled Workers.....	70,226	10,139	80,365
Food and kindred products (incl. tobacco).....	864	302	1,166
Textiles, clothing, etc.....	1,152	5,191	6,343
Lumber and lumber products.....	4,985	96	5,081
Pulp, paper (incl. printing).....	971	317	1,288
Leather and leather products.....	662	723	1,385
Stone, clay and glass products.....	195	19	214
Metalworking.....	8,985	693	9,678
Electrical.....	1,791	846	2,637
Transportation equipment.....	769	30	799
Mining.....	858	.....	858
Construction.....	14,014	3	14,017
Transportation (except seamen).....	13,236	81	13,317
Communications and public utility.....	387	2	389
Trade and service.....	3,248	1,003	4,251
Other skilled and semi-skilled.....	12,756	637	13,393
Foremen.....	1,459	186	1,645
Apprentices.....	3,894	10	3,904
Unskilled Workers.....	58,553	15,216	73,769
Food and tobacco.....	1,678	2,833	4,511
Lumber and lumber products.....	5,051	225	5,276
Metalworking.....	3,305	394	3,699
Construction.....	25,383	.....	25,383
Other unskilled workers.....	23,136	11,764	34,900
GRAND TOTAL.....	187,793	99,162	286,955

⁽¹⁾Preliminary—subject to revision.

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,
AT SEPTEMBER 30, 1963**

SOURCE: National Employment Service, Unemployment Insurance Commission

Office	Registrations		Office	Registrations	
	(a) Sept. 30, 1963	Previous Year Sept. 28, 1962		(a) Sept. 30, 1963	Previous Year Sept. 28, 1962
Newfoundland	6,257	7,633	Quebec—Concluded		
Corner Brook.....	1,058	1,612	Sorel.....	1,023	883
Grand Falls.....	512	789	Theford Mines.....	974	824
St. John's.....	4,687	5,232	Trois-Rivières.....	2,872	2,973
Prince Edward Island	1,016	1,144	Val d'Or.....	1,041	996
Charlottetown.....	559	742	Valleyfield.....	1,336	1,193
Summerside.....	457	402	Victoriaville.....	1,044	825
Nova Scotia	11,034	12,402	Ville St. Georges.....	1,007	1,143
Amherst.....	381	420	Ontario	94,876	95,654
Bridgewater.....	472	634	Arnprior.....	178	148
Halifax.....	3,879	3,722	Barrie.....	858	774
Inverness.....	181	245	Belleville.....	1,036	879
Kentville.....	602	915	Bracebridge.....	249	386
Liverpool.....	188	276	Brampton.....	911	729
New Glasgow.....	1,172	1,216	Brookville.....	1,427	1,276
Springhill.....	401	464	Carleton Place.....	263	304
Sydney.....	2,116	2,699	Chatham.....	170	114
Sydney Mines.....	547	704	Chatham.....	765	847
Truro.....	616	558	Cobourg.....	490	447
Yarmouth.....	479	549	Collingwood.....	384	341
New Brunswick	9,898	10,757	Cornwall.....	1,439	1,547
Bathurst.....	878	968	Eliot Lake.....	257	340
Campbellton.....	768	947	Fort Erie.....	351	302
Edmundston.....	358	433	Fort Frances.....	158	254
Fredericton.....	1,086	1,183	Fort William.....	993	1,285
Minto.....	163	383	Galt.....	688	1,315
Moncton(?).....	2,487	2,665	Gananoque.....	123	134
Newcastle.....	771	860	Goderich.....	154	231
Saint John.....	2,296	2,484	Guelph.....	685	881
St. Stephen.....	600	253	Hamilton.....	7,982	7,688
Sussex.....	192	255	Hawkesbury.....	355	334
Woodstock.....	209	326	Kawaskasing.....	484	666
Quebec	95,799	89,981	Kenora.....	266	367
Alma.....	1,354	1,499	Kingston.....	1,328	1,452
Ashbestos.....	249	266	Kirkland Lake.....	384	474
Baie Comeau.....	316	385	Kitchener.....	1,305	1,374
Beauharnois.....	640	634	Leamington.....	176	263
Buckingham.....	474	513	Lindsay.....	468	477
Causapscal.....	505	547	Listowel.....	177	124
Chandler.....	750	804	London.....	2,758	2,851
Chicoutimi.....	1,729	1,997	Long Branch.....	2,449	2,090
Cowansville.....	181	193	Midland.....	324	381
Dolbeau.....	735	628	Napane.....	217	227
Drummondville.....	1,263	1,084	New Liskeard.....	190	188
Farnham.....	295	381	Newmarket.....	566	714
Forestville.....	166	176	Niagara Falls.....	892	854
Gaspé.....	461	532	North Bay.....	679	885
Granby.....	1,170	1,362	Oakville.....	584	437
Hull.....	1,891	1,673	Orillia.....	493	474
Joliette.....	2,100	1,969	Oshawa.....	6,725	5,600
Jonquière.....	2,143	2,263	Ottawa.....	4,368	3,797
Lac Beauport.....	379	433	Owen Sound.....	586	691
Lac Mégantic.....	366	408	Parry Sound.....	203	252
La Malbaie.....	304	389	Pembroke.....	851	971
La Tuque.....	631	556	Perth.....	262	215
Lévis.....	1,790	1,345	Peterborough.....	1,630	1,891
Louiseville.....	494	475	Picton.....	92	73
Magog.....	290	399	Port Arthur.....	1,148	1,311
Maniwaki.....	297	208	Port Colborne.....	587	597
Matane.....	500	435	Prescott.....	208	298
Mont-Laurier.....	377	363	Renfrew.....	217	229
Montmagny.....	614	690	St. Catharines.....	2,053	2,073
Montréal.....	39,268	35,380	St. Thomas.....	1,392	1,574
New Richmond.....	542	519	Sarnia.....	1,563	1,292
Port Alfred.....	566	696	Sault Ste. Marie.....	444	692
Québec.....	7,817	6,725	Simcoe.....	—	124
Rimouski.....	984	1,040	Sioux Lookout.....	223	268
Rivière du Loup.....	918	944	Smiths Falls.....	260	444
Roberval.....	763	753	Stargen Falls.....	406	418
Rouyn.....	1,364	1,535	Sudbury.....	2,524	2,140
Ste. Agathe des Monts.....	358	326	Tillsonburg.....	374	412
Ste. Anne de Bellevue.....	481	509	Timmins.....	897	929
Ste. Thérèse.....	1,268	1,075	Toronto.....	24,322	23,898
St. Hyacinthe.....	984	745	Trenton.....	428	348
St. Jean.....	1,264	1,384	Walkerton.....	269	271
St. Jérôme.....	1,173	880	Wallaceburg.....	284	162
Sept-Îles.....	965	807	Welland.....	1,201	1,105
Shawinigan.....	2,516	2,570	Weston.....	2,144	1,962
Sherbrooke.....	2,807	2,652	Windsor.....	4,458	5,759
			Woodstock.....	484	460

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,
AT SEPTEMBER 30, 1963**

SOURCE: National Employment Service, Unemployment Insurance Commission

Office	Registrations		Office	Registrations	
	(1) Sept. 30, 1963	Previous Year Sept. 28, 1962		(1) Sept. 30, 1963	Previous Year Sept. 28, 1962
Manitoba	10,335	11,068	British Columbia	35,410	36,012
Brandon.....	765	896	Chilliwack.....	654	636
Dauphin.....	313	356	Courtenay.....	536	708
Flin Flon.....	93	141	Cranbrook.....	343	408
Portage la Prairie.....	356	349	Dawson Creek.....	781	655
The Pas.....	161	172	Duncan.....	418	432
Winnipeg ⁽¹⁾	8,647	9,154	Kamloops.....	651	613
Saskatchewan	5,775	6,465	Kelowna.....	393	318
Estevan.....	72	104	Kitimat.....	120	75
Lloydminster.....	87	103	Mission City.....	522	568
Moose Jaw.....	501	545	Nanaimo.....	699	725
North Battleford.....	258	295	Nelson.....	319	326
Prince Albert.....	744	816	New Westminster.....	5,560	5,842
Regina.....	1,702	1,881	Penticton.....	434	426
Saskatoon.....	1,703	1,894	Port Alberni.....	514	532
Swift Current.....	199	182	Prince George.....	1,214	1,130
Weyburn.....	79	92	Prince Rupert.....	680	576
Yorkton.....	430	553	Princeton.....	102	212
Alberta	16,645	15,615	Quesnel.....	455	496
Blairmore.....	181	251	Trail.....	440	394
Calgary.....	6,440	5,969	Vancouver.....	17,301	17,546
Drumheller.....	197	201	Vernon.....	488	532
Edmonton.....	7,056	6,483	Victoria.....	2,579	2,640
Edson.....	153	315	Whitehorse.....	207	222
Grande Prairie.....	451	343	Canada	286,955	286,734
Lethbridge.....	836	983	Males	187,793	188,844
Medicine Hat.....	696	542	Females	99,162	97,890
Red Deer.....	635	528			

(1) Preliminary subject to revision.

(2) Includes 515 registrations reported by the Magdalen Islands local office.

(3) Winnipeg includes Sioux Lookout as of November 1, 1962.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 856, September issue.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

Source: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1963—July.....	4,154,000	3,935,000	219,000
June.....	4,068,000	3,847,700	220,300
May.....	3,996,000	3,725,100	270,900
April.....	4,173,000	3,607,100	565,900
March.....	4,242,000	3,556,700	685,300
February.....	4,264,000	3,543,500	720,500
January.....	4,259,000	3,555,900	703,100
1962—December.....	4,223,000	3,631,000	592,000
November.....	4,110,000	3,735,800	374,200
October.....	4,009,000	3,764,900	244,100
September.....	3,998,000	3,800,200	197,800
August.....	4,022,000	3,823,300	198,700
July.....	3,996,000	3,784,000	212,000

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY
NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,
AND PERCENTAGE POSTAL, AUGUST 30, 1963**

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Percent- age Postal	August 31, 1962 total claimants
		1-4	5-13	14-26	27 or more*		
Canada.....	192,511	81,453	55,684	31,988	23,386	29.3	198,694
Male.....	123,058	57,150	33,745	18,074	14,089	30.1	128,234
Female.....	69,453	24,303	21,939	13,914	9,297	27.8	70,460
Newfoundland.....	4,676	1,389	1,583	811	893	63.6	5,824
Male.....	3,701	1,103	1,330	563	705	63.9	4,693
Female.....	975	286	253	248	188	62.4	1,131
Prince Edward Island.....	757	230	323	112	92	60.9	744
Male.....	481	130	214	72	65	67.4	455
Female.....	276	100	109	40	27	49.6	289
Nova Scotia.....	8,918	3,178	2,636	1,733	1,371	38.4	10,633
Male.....	6,475	2,429	1,871	1,300	875	38.7	8,058
Female.....	2,443	749	765	433	496	37.7	2,575
New Brunswick.....	7,566	2,919	2,111	1,672	864	43.1	8,709
Male.....	5,359	2,147	1,392	1,304	516	44.5	6,572
Female.....	2,207	772	719	368	348	39.8	2,137
Quebec.....	60,778	25,325	18,103	10,428	6,922	26.6	57,618
Male.....	40,146	18,324	11,521	6,043	4,258	26.8	37,797
Female.....	20,632	7,001	6,582	4,385	2,664	26.1	19,821
Ontario.....	69,404	31,770	19,591	10,313	7,730	23.6	71,631
Male.....	42,688	21,719	11,252	5,165	4,552	23.2	44,188
Female.....	26,716	10,051	8,339	5,148	3,178	24.3	27,443
Manitoba.....	6,486	1,838	2,102	1,379	1,167	26.4	7,693
Male.....	3,565	1,039	1,096	798	632	28.2	4,398
Female.....	2,921	799	1,006	581	535	24.1	3,295
Saskatchewan.....	3,465	1,362	978	570	555	40.9	4,164
Male.....	1,759	736	447	308	268	43.9	2,063
Female.....	1,706	626	531	262	287	37.7	2,101
Alberta.....	9,177	3,619	2,577	1,780	1,201	59.8	10,131
Male.....	5,722	2,553	1,460	937	772	62.7	6,278
Female.....	3,455	1,066	1,117	843	429	55.0	3,853
British Columbia.....	21,284	9,823	5,680	3,190	2,591	23.6	21,547
Male.....	13,162	6,970	3,162	1,584	1,446	25.6	13,732
Female.....	8,122	2,853	2,518	1,606	1,145	20.4	7,815

* The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE,
AUGUST 1963**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,444	949	495	1,502	930	572	554
Prince Edward Island.....	215	130	85	254	158	96	73
Nova Scotia.....	3,439	2,042	1,397	3,479	2,437	1,042	919
New Brunswick.....	2,849	1,859	990	2,887	1,882	1,005	928
Quebec.....	26,694	15,828	10,866	29,748	20,882	8,866	9,412
Ontario.....	34,227	21,099	13,128	43,312	33,226	10,086	10,906
Manitoba.....	2,218	1,565	653	2,389	1,559	830	728
Saskatchewan.....	1,188	865	323	1,319	884	435	425
Alberta.....	4,146	2,584	1,562	4,203	2,899	1,304	1,751
British Columbia (incl. Yukon Territory).....	9,742	6,021	3,721	10,012	6,738	3,274	2,714
Total, Canada, August 1963.....	86,162	52,942	33,220	99,105	71,595	27,510	28,410
Total, Canada, July 1963.....	112,856	72,302	40,554	101,592	73,090	28,502	41,353
Total, Canada, August 1962.....	98,752	59,609	39,143	106,077	76,088	29,989	29,084

* In addition, revised claims received numbered 36,604.

† In addition, 35,545 revised claims were disposed of. Of these, 2,890 were special requests not granted and 2,118 appeals by claimants. There were 10,132 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, AUGUST 1963

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	17,380	428,097
Prince Edward Island.....	2,527	50,774
Nova Scotia.....	27,385	602,281
New Brunswick.....	22,757	495,150
Quebec.....	185,279	4,347,862
Ontario.....	221,350	5,258,742
Manitoba.....	22,177	495,301
Saskatchewan.....	11,352	245,312
Alberta.....	28,481	680,982
British Columbia (including Yukon Territory).....	57,338	1,402,534
Total, Canada, August 1963.....	596,026	14,007,035
Total, Canada, July 1963.....	663,594	15,506,192
Total, Canada, August 1962.....	691,346	15,878,047

* "Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1962—October.....	131.5	127.2	135.4	115.6	139.9	160.0	147.8	118.0
November.....	131.9	127.7	135.6	116.0	140.6	159.8	148.2	117.8
December.....	131.9	127.8	135.7	115.8	140.2	159.8	148.2	117.8
1963—January.....	132.0	129.0	135.9	114.7	139.8	159.8	148.6	117.8
February.....	132.1	129.4	135.9	114.8	139.6	159.9	148.6	118.0
March.....	132.1	128.9	136.0	115.6	139.6	159.9	148.6	118.0
April.....	132.3	128.9	136.0	115.7	139.2	162.1	148.0	117.9
May.....	132.3	128.3	136.0	115.6	140.6	162.6	148.8	117.8
June.....	132.8	129.7	136.0	116.0	140.3	162.7	149.3	117.8
July.....	133.5	132.5	135.9	115.7	140.7	162.6	148.8	118.2
August.....	133.9	133.2	136.3	115.9	141.0	162.8	148.8	118.1
September.....	133.4	131.3	136.5	116.1	141.1	162.7	149.1	118.1
October.....	133.6	130.4	136.6	118.3	141.2	163.8	150.5	118.1

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF SEPTEMBER 1963

(1949=100)

	All-items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Sept. 1962	Aug. 1963	Sept. 1963							
①St. John's, Nfld	118.5	121.7	120.2	117.0	115.6	112.7	123.5	157.0	154.2	101.1
Halifax.....	130.9	132.5	131.6	127.7	133.2	126.0	137.2	164.0	165.8	124.3
Saint John.....	132.2	134.1	133.5	131.6	131.2	124.3	142.4	186.7	154.1	124.5
Montreal.....	130.7	133.7	133.6	138.1	134.9	108.6	159.8	168.9	143.7	118.4
Ottawa.....	131.5	135.0	134.6	133.1	137.0	121.1	153.7	169.2	142.6	123.9
Toronto.....	132.8	135.6	135.0	129.6	140.0	121.7	136.4	160.1	185.3	122.5
Winnipeg.....	129.3	131.0	130.9	131.5	128.2	121.3	134.3	175.0	139.4	125.5
Saskatoon—										
Regina.....	128.1	129.2	129.1	129.8	126.7	129.3	134.6	145.9	147.2	119.5
Edmonton—										
Calgary.....	126.6	128.0	127.7	125.7	126.6	124.5	129.1	164.1	145.8	119.4
Vancouver.....	130.2	132.2	132.2	131.4	134.7	119.5	140.6	150.7	149.6	120.9

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

①St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 954, October issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1958-1963

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1958.....	251	259	111,475	2,816,850	0.25
1959.....	201	216	95,120	2,226,890	0.19
1960.....	268	274	49,408	738,700	0.06
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1962—September.....	23	47	10,509	121,930	0.12
October.....	22	44	10,031	121,230	0.11
November.....	29	47	9,525	75,270	0.06
December.....	14	28	3,565	55,110	0.05
*1963—January.....	9	24	4,559	79,780	0.07
February.....	22	37	7,002	75,280	0.07
March.....	18	32	5,207	34,080	0.03
April.....	25	42	8,562	47,180	0.05
May.....	28	44	6,214	30,300	0.02
June.....	40	63	7,302	78,400	0.07
July.....	27	61	17,101	181,030	0.15
August.....	28	55	11,597	73,340	0.06
September.....	30	63	9,583	86,320	0.08

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, SEPTEMBER 1963, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	1	340	2,380
Mines.....	3	138	2,080
Manufacturing.....	31	3,856	50,200
Construction.....	13	2,129	19,550
Transpn. & utilities.....	6	2,736	6,970
Trade.....	8	354	5,060
Finance.....			
Service.....	1	30	80
Public administration.....			
All industries.....	63	9,583	86,320

TABLE G-3—STRIKES AND LOCKOUTS, SEPTEMBER 1963, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	1	22	480
Prince Edward Island.....			
Nova Scotia.....	3	410	570
New Brunswick.....	2	202	1,560
Quebec.....	12	2,800	40,890
Ontario.....	31	2,765	25,460
Manitoba.....	1	31	620
Saskatchewan.....	1	103	2,060
Alberta.....	2	410	7,670
British Columbia.....	7	221	1,860
Federal.....	3	2,619	5,150
All jurisdictions.....	63	9,583	86,320

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
SEPTEMBER 1963**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues ~ Result
			Septem- ber	Accu- mulated	Termini- nation Date	
FORESTRY Dryden Paper Company, (Woods Division) Dryden, Ont.	Carpenters Loc. 2693 (AFL-CIO/CLC)	340	2,380	2,380	Sep. 20	Weekly work schedule~
MANUFACTURING <i>Food and Beverages</i> Robin Hood Flour Mills, Port Colborne, Ont.	Packinghouse Workers Loc. 516 (AFL-CIO/ CLC)	115	60	60	Sep. 18 Sep. 18	Seniority in choice of worker for supervisory position~ Return of workers.
Viau Limitée, Montreal, Que.	CNTU	524	1,570	1,570	Sep. 26	Wages~
National Sea Products, Halifax, N.S.	Seafood Workers Loc. 104 (CLC)	190	190	190	Sep. 28 Sep. 30	Disciplinary suspension of one worker~Return of workers.
<i>Rubber</i> Dominion Rubber, St.-Jerome, Que.	Rubber Workers Loc. 642 (AFL-CIO/CLC)	1,309	20,260	20,260	Sep. 9	Wages, hours, vacations, modified pension plan~
<i>Leather</i> Dominion Luggage, Weston, Ont.	Leather and Plastic Workers Loc. 8 (AFL- CIO/CLC)	102	2,040	2,650	Aug. 23	Wages, statutory holidays, overtime, vacations~
<i>Knitting Mills</i> Regent Knitting Mills, St.-Jerome, Que.	Textile Workers' Union Loc. 1475 (AFL-CIO/ CLC)	375	10,240	20,640	Aug. 13	Wages, hours, working con- ditions~
<i>Wood</i> Bellerive Veneer & Plywoods, Mont-Laurier, Que.	CNTU	215	4,330	4,600	Aug. 30	Wages, hours, working con- ditions~
<i>Paper</i> Canadian Technical Tape, Montreal, Que.	CNTU	125	500	500	Sep. 12 Sep. 16	In sympathy with another firm on the same premises~ Return of workers when pickets withdrawn.
<i>Printing and Publishing</i> La Voix de l'Est, Granby, Que.	Printing Federation (CNTU)	113	2,490	2,940	Aug. 27	Signing a first agreement, refusal to work on contracts transferred from another strikebound plant~
<i>Electrical Products</i> Allan-Bradley Co., Galt, Ont.	U.E. Loc. 549 (Ind.)	100	500	500	Sep. 11 Sep. 19	Wages, hours~6¢ an hr. in- crease, an 8 hr. day.
CONSTRUCTION Association of Electrical Contractors, Calgary, Alta.	I.B.E.W. Loc. 254 (AFL- CIO/CLC)	380	7,070	10,240	Aug. 23	Wages, paid holidays, sub- sistence allowance for work in parks area~
Foundation Company, Sault Ste. Marie, Ont.	Plumbers Loc. 508 (AFL- CIO/CLC)	117	470	880	Aug. 27 Sep. 9	Re-instatement of two fore- men, other grievances~Re- turn of workers when injunc- tion issued.
Pioneer Construction, Sudbury, Ont.	International Operating Engineers Loc. 793 (AFL-CIO)	233	700	1,400	Aug. 28 Sep. 6	Signing a first agreement~ Return of workers when court injunction issued.
Hamilton Electrical Con- tractors' Assoc., Hamilton and area, Ont.	I.B.E.W. Loc. 105 (AFL- CIO/CLC)	583 (21)	8,750	10,210	Aug. 28 Sep. 24	Enlargement of free travel- ling zone~10¢ an hr. increase eff. Sep. 20, 1963, 10¢ Apr. 1, 1964, 10¢ Nov. 1, 1964; im- proved zoning conditions.
Fraser-Brace Engineering, Kingston, Ont.	Plumbers Loc. 221 (AFL- CIO/CLC)	109	110	110	Sep. 10 Sep. 11	Job jurisdiction~Return of workers pending negotia- tions.
Fraser-Brace Engineering, Copper Cliff, Ont.	Structural Iron Workers Loc. 786 (AFL-CIO/ CLC)	241	240	240	Sep. 11 Sep. 12	In support of the Kingston local presently on strike~ Return of workers on in- struction from union.

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
SEPTEMBER 1963**

(Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Septem- ber	Accu- mulated		
Canadian Kellogg Limited, Dartmouth, N.S.	Plumbers Loc. 56 (AFL- CIO/CLC)	180	180	180	Sep. 17 Sep. 18	Alleged unjust firing of two workers~Union ordered men back to work.
TRANSP. & UTILITIES Transportation Shipping Federation of Canada, Montreal and Trois Rivieres, Que.	I.L.A. Loc. 375 (AFL- CIO/CLC)	2,500	5,000	5,000	Sep. 9 Sep. 11	Delayed negotiations in a new contract~Return of workers referral to concilia- tion.
TRADE Loblaw Groceterias, Regina, Saskatoon and Moose Jaw, Sask.	Retail Clerks Loc. 244 (AFL-CIO/CLC)	103	2,060	4,420	July 26	Wages, fringe benefits~
Irving Refining, East Saint John, N.B.	Oil Workers Loc. 9-691 (AFL-CIO/CLC)	145	1,450	1,450	Sep. 16	Wages~

Figures in parentheses indicate the number of workers indirectly affected.

EMPLOYERS:

Effective Nov. 1st, 1963 Federal Government
incentive to hire workers 45 years of age
and over ...

FOR EMPLOYERS WHO PROVIDE USEFUL
EMPLOYMENT EXPERIENCE AND ON-THE-
JOB TRAINING TO NEW EMPLOYEES, THE
FEDERAL GOVERNMENT WILL PAY UP TO
\$75 MONTHLY FOR EACH QUALIFYING
EMPLOYEE, TO A MAXIMUM OF TWELVE
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Older workers are capable people with years of loyal,
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can give them the opportunity to gain valuable job
experience and training.

To qualify under this incentive plan, your new
employee:

- ☐ must be hired between November 1, 1963 and
January 31, 1964
- ☐ must be 45 years of age or older
- ☐ must have been unemployed six or more months
out of the last nine
- ☐ cannot qualify for Unemployment Insurance
benefits
- ☐ must not replace a worker laid off after September
1, 1963

CALL YOUR NATIONAL EMPLOYMENT
OFFICE FOR FULL DETAILS

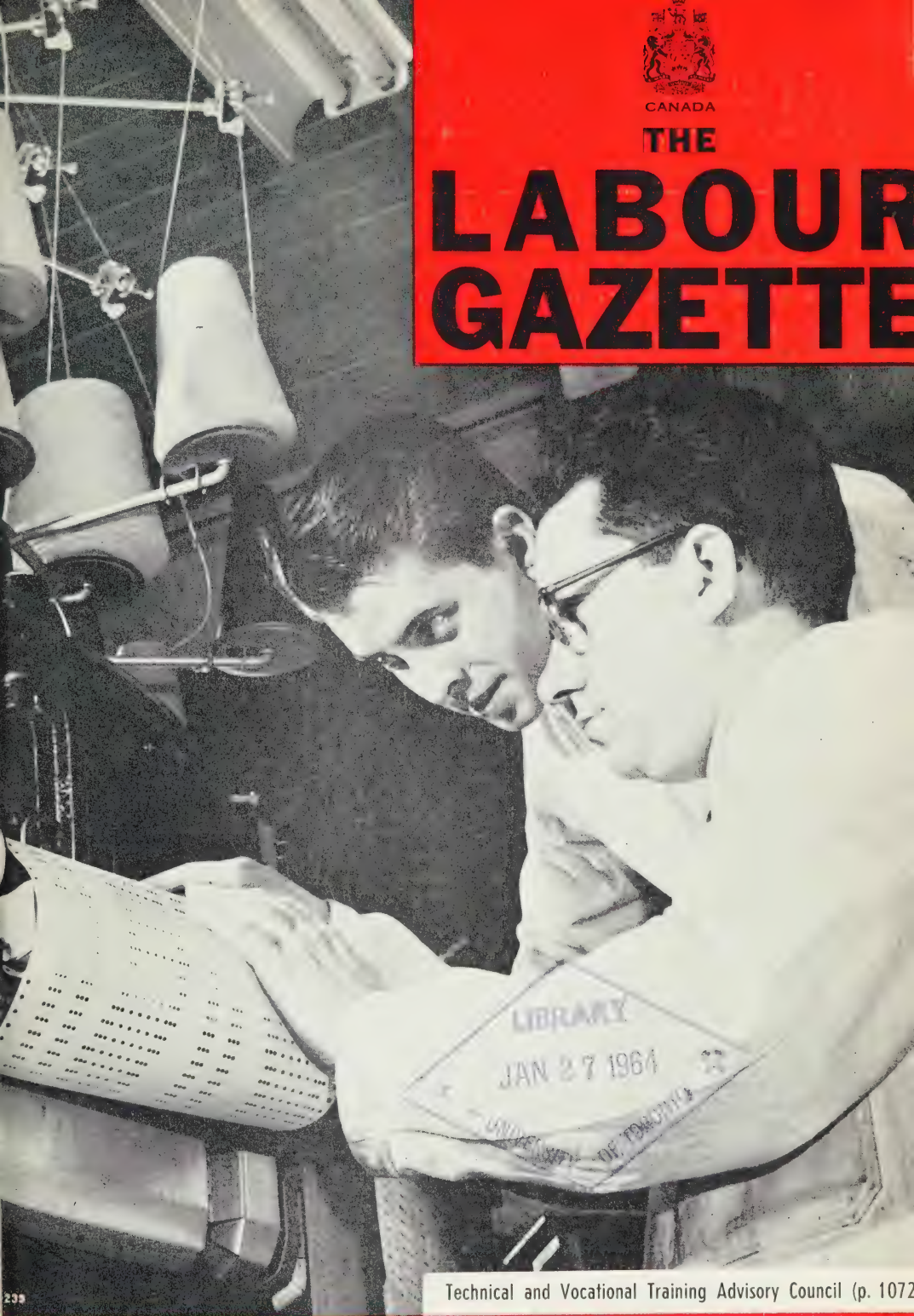
DON'T JUDGE A MAN'S WORTH BY HIS DATE OF BIRTH



CANADA

THE

LABOUR GAZETTE



Technical and Vocational Training Advisory Council (p. 1072)

Published Monthly by the

DEPARTMENT OF LABOUR

CANADA

Vol. LXIII

No. 12

DECEMBER 31, 1963

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(Continued on page three of cover)

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Allan J. MacEachen, Minister

George V. Haythorne, Deputy Minister

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Accident Prevention and Compensation Branch

Work injuries in Public Service reported to Branch totalled 18,082 in fiscal 1963, decrease of 680 from previous fiscal year. Branch settles 17,300 accident claims for \$2,659,512

A number of federal Government departments and agencies have been intensifying their efforts to reduce work injuries among their employees, the Accident Prevention and Compensation Branch states in its 11th annual report, for the year ended March 31. The Branch administers the Government Employees Compensation Act.

A total of 63 departments and agencies reported accidents; 27 agencies had none to record during the year.

The number of work injuries reported by federal public service employees during the fiscal year ended March 31, 1963 totalled 18,082, a decrease of 680 from the 1961-62 total. The number of employees covered by the Act was about 227,000.

The Branch settled a total of 17,300 claims. The total cost of all compensation benefits paid from the Consolidated Revenue Fund was \$2,659,512. This was an increase of 7.7 per cent over the 1961-62 total.

During the year, 1 employee in every 13 had an accident of some kind, 1 in every 39 had an accident causing loss of time, 1 in every 2,248 had a claim for permanent disability, and 1 in every 14,188 died as a result of an employment-connected accident.

The decrease of 680 work injuries from the previous year did not represent any decrease in the number of accidents in relation to the total, however, because there was a slight reduction in the total employment. The ratio remained the same.

The 18,082 work injuries reported consisted of: 11,237 minor injuries, 2,692 compensation cases, 3,581 injury leave cases, 18 permanent disabilities, 17 fatalities, and 537 disallowed claims.

The sum of \$2,659,512 paid from the Consolidated Revenue Fund for compensation benefits did not include the amounts paid to the 10 provincial Workmen's Compensation Boards for their services under the Act; for the calendar year 1962, these amounted to an additional \$314,544.

A total of \$431,985 was recovered from certain Crown agencies.

Disbursements for settled claims totalled \$2,391,437, (\$2,758,292 in 1961-62).

The direct costs of accidents in the federal public service for 1962-63 were calculated at \$3,691,726. As the indirect costs are believed to average about four times the direct costs, the indirect costs would amount to \$14,766,904, making a total of \$18,458,630.

The direct costs included the expenses for administration charged by the 10 provincial compensation agencies, the compensation benefits, and the salaries paid in lieu of compensation. The total of \$3,691,726 showed that (1) injuries on duty cost approximately \$16.00 per person for all employees covered by the Act, (2) the average cost of each minor injury was \$13.00, and (3) the average cost of each disabling injury was \$435.00.

The total number of actual days lost, excluding waiting periods, was 100,730.

About one third of the \$2,659,512 paid in benefits was for hospital and medical costs, and the remaining two thirds was for compensating the income loss of injured or deceased employees. Under the injury leave provisions, salary paid in lieu of compensation was \$717,670.

Four large departments accounted for 59 per cent of the disbursements and 62 per cent of the claims; they employed 45 per cent of the persons covered by the Act.

Monthly pensions being paid at the end of the year totalled 1,691. Of these, 1,220 were paid to current and former employees, 263 to widows, and 208 to dependent children of deceased employees.

As part of its accident prevention program, the Branch distributes a series of accident prevention handbooks and leaflets. Material being made available includes English and French editions of *A Guide to Procedure for Reporting Accidents*, *Safety Manual for Government Departments and Crown Agencies*, and *Accident Prevention Series booklets*. The latter series currently includes 13 titles, from No. 1—*Work Shop Safety* to No. 13—*Material Handling* (L.G., Nov. 1962, p. 1234).

50 Years Ago This Month

Sir William Meredith, appointed by Ontario Government to inquire into workmen's compensation laws in other countries, submits final report, suggests system best suited to Ontario

The final report of Sir William Meredith, appointed by the Ontario Government in June 1910 as a commissioner to inquire into the Workmen's compensation laws of other countries, with a view to applying their experience to Ontario, was presented at the end of October 1913, and was summarized in the *Labour Gazette* of December 1913. The commissioner had "conducted a comprehensive investigation as to the laws in force in the principal countries."

In his report, Sir William made the following general statement:

"There are two main types of compensation laws. By one of them the employer is individually liable for the payment of it, and that is the British system. By the other, which may be called the German system, the liability is not individual but collective, the industries being divided into groups, and the employers in the industries in each group being collectively liable for the payment of the compensation to the workmen employed in those industries—practically a system of compulsory mutual insurance under the management of the state. The laws of other countries are of one or other of these types, or modified forms of them; and in most, if not all of them, in which the principle of individual liability obtains, employers are required to insure against it."

At the beginning of the inquiry, the report said, the representatives of the workmen were in favour of the adoption of the British system. The representative of the Canadian Manufacturers' Association, however, had strongly favoured the German system, and his view was supported by most of the other employers, or their representatives, who appeared before the commission. In the end, the workers' representatives, too, approved this method.

"There were, however, differences of opinion as to details," the commissioner said. "The employers insisted that a part of the assessments to provide for the payment of the compensation should be paid by the employees, and this was vigorously opposed by the representatives of the working men. The employers desired that no compensation should be payable where the injury to

the workman did not disable him from earning full wages for at least seven days, and to this the representatives of the working men objected.

"The employers also desired that, as the British Act provides, an employee should not be entitled to compensation if his injury was due to his own serious and wilful misconduct, but the representatives of the working men objected to any such limitation of the right to compensation."

The commissioner said that he had come to the conclusion that a compensation law framed on the main lines of the German law, with certain modifications that he suggested, would be better suited to conditions in Ontario than the British compensation law, or that of any other country.

"It is in my opinion essential that as far as is practicable there should be certainty that the injured workman and his dependants shall receive the compensation to which they are entitled," the commissioner continued, "and it is also important that the small employer should not be ruined by having to pay compensation . . . for the death or permanent disability of his workmen caused by no fault of his. It is, I think, a serious objection to the British act that there is no security afforded to the workman and his dependants that the deferred payments of the compensation will be met, and that objection would be still more serious in a comparatively new country such as this, where many of the industries are small and conditions are much less stable than they are in the British Isles.

"This objection could, of course, be met by making it obligatory upon the employer to insure his workmen against accident to the maximum amount to which they or their dependants would be entitled under the act, but if insurance is to be compulsory I see no reason why the cheapest form of it—mutual insurance—should not be prescribed."

The report then went on to discuss the general plan of a draft bill, the full text of which had been attached to an earlier interim report.

NOTES OF CURRENT INTEREST

Before Program Begins, 21,500 Apply For House Building Incentive

By November 20, the Department of Labour had received 21,500 applications, covering more than 25,000 dwelling units, under the new Winter House Building Incentive Program (L.G., Oct., p. 862). Announcing this, the Minister of Labour said the program was well assured of success.

To qualify for the incentive, a house had to have progressed no farther than the foundation on December 1.

It was estimated that construction under the applications approved up to November 20 would require 75,000 workers on the construction sites during the four winter months. Another 90,000 workers will be required in the industries that manufacture, transport and sell building materials.

Each approved dwelling unit will qualify for an incentive payment of \$500 if it is finished by March 31, 1964, and satisfies the other requirements of the Program. If all of the applications received to November 20 are found to be eligible, incentives would total almost \$13,000,000.

Applications for the incentive may be submitted any time during the winter, but the houses must be completed by March 31 to qualify for the incentive payment.

The Winter House Building Incentive Program is designed to create winter employment for workers in the home building industry and allied industries by encouraging builders and prospective home owners to plan their house building for the winter months.

3,777 Applications in First Three Weeks of Winter Works Incentive Program

By the week ended November 22, the Department of Labour had received 3,777 applications from 1,719 local authorities participating in the 1963-64 Municipal Winter Works Incentive Program. A total of 3,626 applications had been accepted.

The program this season runs from November 1 to April 30 inclusive, lasting 6 months instead of the former 7½ months (L.G., Sept., p. 770).

In the first three weeks of last year's program, 1,123 applications had been received and 1,081 accepted.

Based on the November 22, 1963 applications, it was estimated that 83,546

men would be hired during the period of the program and that 3,976,630 man-days of work would be provided.

The estimated cost of the 3,626 approved projects during the period of the program is \$172,389,000, and the estimated direct payroll costs are \$57,572,000. The estimated federal Government share of the direct payroll costs is \$30,336,000.

Quebec leads in the number of participating local authorities with 785, followed by Saskatchewan with 317, and by Ontario and Alberta with 218 and 147 respectively.

Winter Construction Pays Because Of Earlier Occupancy, CCA Finds

Winter construction is profitable because it brings increased revenue resulting from earlier occupancy of buildings, the Canadian Construction Association said last month.

The CCA has long contended that winter construction is both feasible and economical for a business considering a new building or addition. Now it has released the results of a survey to support its contention.

The savings lie in the additional revenue derived from earlier occupancy of buildings. Figures for 106 buildings, valued at nearly \$50,000,000, reflected an average

extra cost of about 1 per cent, but this was offset "more than two times over by the extra revenues received as a result of earlier occupancy due to not 'waiting for spring' to commence construction," the CCA stated.

To be included in the survey, a building had to be started between September 1 and February 28, and construction had to be carried on continuously throughout the winter.

"The survey results reflect the tremendous advances made in wintertime construction in recent years," the Association declared.

N.S. Labour, Management Jointly Recommend Amendments to Act

At the second Joint-Labour-Management Study Conference at Dalhousie University, on November 18 and 19, certain amendments to the Nova Scotia Trade Union Act were recommended, and in order that these recommendations might be brought before the provincial Legislature, the conference proposed the lifting of the moratorium agreed upon at the first conference a year earlier (L.G., Feb., p. 110).

At the first conference it had been agreed that a moratorium should be placed on appeals for amendments to the Act, and that during the period of the moratorium the parties would themselves explore other avenues to the improvement of mutual relations. The second conference recommended that the moratorium be lifted only for the purpose of placing its recommendations before the Government, and then be imposed again.

Labour delegates to the conference represented the Nova Scotia Federation of Labour and the United Mine Workers, and

management was represented by delegates from 10 companies employing some 25,000 workers in key industries in the province.

One of the amendments recommended was that subsection 3 of Section 4 of the Act, which forbids an employer from seeking to prevent an employee from joining a trade union by threats or penalties, should be changed by adding the following: "But nothing in this section shall be deemed to deprive an employer of his freedom to express his views so long as he does not use coercion, intimidation, threats or undue influences."

Another recommendation was that Section 22 should be changed to increase from seven to twenty-one days the period that must elapse from the date on which the report of a conciliation board is received by the Minister before a strike or lockout may be called. The conference suggested that this would allow a longer period for serious bargaining before aggressive economic action was taken by either party.

"Automation's Impact Still Unfolding, Likely to be Extensive"

A new report, *The Impact of Technological Change: The American Experience*, published by the W. E. Upjohn Institute for Employment Research, Kalamazoo, Mich., according to its authors "represents a stock-taking of past research on job displacement." The report is based on 17 studies of job displacement made between 1929 and 1961.

The Foreword to the report points out that "serious public concern with technological unemployment is not a new development in American society. The present excitement about automation and its consequences may have created such an impression."

Technological change is treated in the report as a complex term, and is considered to include: scientific management or time and motion studies, mergers and consolidations, changes in the locations of plants, shifts in product demand, changes in machinery and technology, and automation—using the term in its more precise sense. The authors believe that automation's impact on job content and on employment opportunities is still unfolding but is likely to be extensive.

Among the factors that affect a displaced worker's chances of finding another job, the report says that the consensus of the studies examined places them in order of importance as follows: age, education, level of skill, sex and race. Sex and race are less

important than the first three factors, the report says.

Referring to the various methods of helping displaced workers to re-establish themselves in employment, the report says that "retraining can be worth while only if the workers are trained for jobs that exist. To be effective, it must be based on an area skills survey to determine what jobs are available."

Severance pay, the authors find, "is used mainly to relieve the financial burdens of unemployment," rather than to help in getting other employment; and in one case is known to have been a hindrance in doing so. In cases where a company can transfer displaced workers to other plants or operations, this may involve downgrading in skill, reduction in wages, or in the case of transfer to another plant, a loss of seniority rights.

The studies showed that, generally speaking, high seniority in the old job was no help in getting new employment.

The conclusion was reached that the large majority of displaced workers do find other jobs, but that often these are precarious and at reduced wages. Most displaced workers find new jobs through informal rather than through formal methods of job-seeking. General measures for relief of unemployment were found to be more effective for displaced persons than special community efforts.

Economic Advisers Say Automation Doesn't Cause High Unemployment

Automation has not been the cause of high unemployment, according to the U.S. President's Council of Economic Advisers. The Council expressed its view after examining in detail the unemployment figures for the 1948-57 period, and for the period since 1957. It paid particular attention to manufacturing, mining and transportation, usually thought to be the industries in which automation has most affected employment.

The Council's investigation showed that the unemployment rate in the worker classifications and industries affected actually seemed somewhat lower in the second period than would have been estimated from a projection of the 1948-57 figures. If automation were having an effect on employment, the rate should have been higher in the later period.

UIC Withdraws Form Designed to Prove Availability of Applicant

The Unemployment Insurance Commission last month withdrew a form that was intended to overcome difficulties encountered in determining whether or not a claimant for unemployment insurance benefit is available for employment as required by the Act. The form was introduced only on October 28.

The Commission had hoped that the additional information provided through the form would enable an insurance officer to make a firm ruling on the availability question at the time a claim was being made. The form was withdrawn after representations against its use were received.

U.S. Arbitration Board Supports Elimination of Diesel Firemen

A United States federal arbitration board ruled last month that 90 per cent of diesel firemen's jobs in freight and yard service may be gradually eliminated.

The seven-member board was set up last August under a law enacted by Congress that provided that its finding would be binding on both the railroads and the five operating unions (L.G., Sept., p. 773).

The continued employment of firemen that the railroads thought were no longer needed was one of the two issues referred to the board. The other one, the proper size of train crews, was sent back to the individual railroads and unions for negotiation and arbitration.

The award specifies that the reduction of firemen's jobs must be accomplished by attrition, i.e., new firemen will not be hired for jobs when the men now holding them retire, die, quit or are discharged for cause.

Firemen with 10 or more years of service are protected in their present jobs. Those with more than two but less than ten years service will retain their job rights unless offered other employment at comparable pay.

The award will be binding for two years, after which the terms will be subject to negotiation.

Prominent in ILO and TUC, Sir Alfred Roberts Is Dead

Sir Alfred Roberts, CBE, a former Chairman of the British Trades Union Congress and former Workers' Vice-Chairman of the Governing Body of the International Labour Organization, died last month. Sir Alfred was TUC fraternal delegate to the Canadian Labour Congress in 1958.

Sir Alfred joined the Amalgamated Association of Card, Blowing and Ring Room Operatives in 1915 and became its general secretary in 1935. He was elected a member of the TUC General Council in 1940, and became Chairman in 1950.

Beginning in 1948, he attended International Labour Conferences as British Worker Delegate and was a member of the ILO Governing Body, Chairman of the Workers' Group and Workers' Vice-Chairman.

H. A. "Pat" Shea

A man who had served as a member of the executive of labour federations on both coasts, H. A. "Pat" Shea died last month at his home in Halifax, N.S. At the time of his death he was employed at HMC Dockyard, Halifax.

He began his labour career during the war when he was elected president of the electrical workers local at Halifax Shipyards Limited. He then became an AFL organizer in Nova Scotia and later a CLC representative in British Columbia.

Between 1943 and 1948, Mr. Shea served on the executive of the British Columbia Trades Union Congress. For a number of years he served also on the executive of the Nova Scotia Provincial Federation of Labour, and was for many years President of the Halifax and District Trades and Labour Congress.

Kit on Mental Health Services Guides, Counsels on Careers

To help alleviate the serious shortage of qualified personnel in mental health services, and to acquaint young people with training courses leading to professions in this field, the Canadian Mental Health Association has prepared a comprehensive kit, *Mental Health Careers Information*.

Basic information on mental health and mental illness, as well as data on occupations such as clinical psychologist, nurse, aide or attendant, psychiatrist, social worker and occupational therapist, are included. The kit also contains information for guidance counsellors, a list of films on careers in mental health work, and several brochures describing employment opportunities, published by the Department of National Health and Welfare.

The kit is available at \$1.00 from The Canadian Mental Health Association, 52 St. Clair Ave. East, Toronto 7, Ont.

Workshop Discusses Women's Role In African Development

The Economic Commission for Africa (ECA) has been asked to pursue its research work on the role of women in urban development in Africa. This is one of a number of recommendations covering all phases of women's participation in economic and social development in Africa made by a workshop held at Lagos, Nigeria, under the sponsorship of ECA. The report of the workshop was released last month.

Some 50 African women outstanding in education, medicine and government discussed a number of papers that described in various ways the impact upon the socio-economic structure of traditional family life in Africa of the rise in numbers of women living in cities. On the participation of women in commerce and industry, the meeting recommended that pertinent ILO Conventions should be ratified by all African Governments, particularly in regard to the principle of equal pay for equal work.

Governments should also follow ILO training patterns to facilitate women's participation in industry, should increase contacts between schools and employers and should extend credit facilities to women. The meeting noted the need for creches for the children of working mothers.

It was agreed to ask the United Nations, through the ECA, to draw the attention of Governments to the Universal Declaration of Human Rights, and the statement that everyone is entitled to all the rights and

freedoms set forth in it "without distinction of any kind such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth, or other status."

In Parliament Last Month

(page numbers refer to Hansard)

The resolution preliminary to introducing Bill C-105, to amend the Technical and Vocational Training Assistance Act, was moved by the Minister of Labour on November 15 (p. 4782). The measure provides for: an increase in the federal contribution payable to the provinces in respect of costs of allowances for training unemployed persons from 75 per cent to as much as 90 per cent by agreement with the province concerned; an increase in the federal contribution toward the cost of training persons employed in industry from 50 to 75 per cent; an extension of the period during which federal contributions to the provinces toward the cost of capital expenditures on training facilities will be 75 per cent; and an increase from 23 to 28 in the number of members of the Technical and Vocational Training Advisory Council. After some debate, the bill was introduced and given first reading (p. 4789). On November 18, after lengthy debate, the bill was read the second (p. 4896) and third time (p. 4899).

Announcement of the Government's intention to seek authority for an increase in Canada's assistance to less developed countries by \$70,000,000 in 1964-65 was made November 14 by the Secretary of State for External Affairs (p. 4717). Actual expenditure in 1964-65, the Minister said, could not be exactly forecast; but, with expenditure in the present fiscal year at \$120,000,000, it was expected to be between \$180,000,000 and \$190,000,000 next year.

The Minister of Justice announced on October 31 that a charge had been laid in Montreal against Hal Banks, President of the SIU of Canada, for conspiring to commit an assault occasioning bodily harm, and that other charges against Mr. Banks and certain other officers of the union, arising out of the Norris report, were being considered by the special counsel appointed by the Government to consider the evidence in connection with the report (p. 4215).

The Minister of Labour, on November 5 during a debate on supply, in reply to criticisms of the Government's policy in the matter, gave an extensive review of the unemployment situation and the measures taken by the Government to deal with it (p. 4401-4406).

NEW YEAR MESSAGES

The Minister of Labour



Hon. Allan J. MacEachen

We are entering 1964 with encouraging evidence of continued improvements in the economy.

Unemployment, as last reported, is lower than it has been for several years, and production, employment and incomes have all risen substantially, with only a modest increase in prices. Since this expansion has been broadly based, the benefits are being shared by most industries and most parts of the country.

Although the problem of unemployment is still a serious and disturbing one, it is being attacked on many fronts. There is reason to believe that improvement will continue over the coming months.

One of the most important factors in the improving employment picture during recent months has been the marked rise in our exports. At the same time, at home, increasing confidence in the economy has been reflected by a step-

up in capital outlays on plant and machinery, which during the second quarter of the year reached the highest annual rate since 1957, further strengthening the base for the development of new employment.

By September, the average weekly earnings of non-farm workers were 3 per cent higher than the year before, and retail sales were running about 6 per cent higher.

Late in the year, when employment traditionally falls off with the coming of cold weather, the building and allied industries received a new impetus with the introduction of the Government's Winter Housing Incentive Program. The program has been well received, and applications are continuing to be made in all parts of the country for the incentive payment of \$500 available on houses built mainly during the winter months. Along with action being taken by employers, unions, governments and citizens generally, this and other special measures are this year proving convincingly that with determined, co-ordinated and imaginative effort, a substantial reduction can be made in winter unemployment.

Admittedly there were serious industrial relations problems to be faced during the year, the most notable of which involved our inland shipping and culminated in the appointment by the Government of a trusteeship of maritime transportation unions. There is no doubt, however, that the absence of any widespread work stoppages contributed greatly to the economic advances of 1963.

During the year, collective agreements covering hundreds of thousands of workers were concluded without any lost time, and during the first nine months of the year less than one tenth of one per cent of the total working time was lost through industrial disputes.

(Continued on page 1107)

Claude Jodoin, President Canadian Labour Congress

We stand at the gateway of a year of great opportunity. Seldom have Canadians been confronted with such challenges. Yet, on every hand, we face new avenues which may lead us to a better life for all.

This is particularly true in the area of labour-management relations, in which our organizations and membership have a very basic interest. The year 1963 brought with it proof that many of the quick assumptions about automation and other major technological changes were unfounded. Experience has now clearly shown that when men are replaced with machines their services are not automatically required in other work. It does not follow, however, that automation is, therefore, necessarily an evil. Our rapidly expanding scientific and technical knowledge can be the means of providing material goods in much greater abundance. The true benefits will only be gained, however, if we apply equal skill to assuring their fair distribution.

Labour is not alone in its concern about the application of these methods. Unemployment—quite apart from the price in human suffering which is its greatest cost—depresses the entire economy. Vastly expanded means of production have little meaning if there are no customers to buy the products.

This is a challenge which confronts us as a people. It calls for original thinking and for courageous action. This is a situation in which new degrees of co-ordination between labour, management and government are required. We are hopeful that the newly-established Economic Council of Canada may be able to make an important contribution in this regard.

Canada itself has arrived at a time of testing. Two historic cultures have mainly provided the base on which our country has developed and expanded. This base must be maintained. The period as we approach Canada's centenary is an appropriate one for re-assessment. We have grown to world stature as one country, we must continue to grow as one country. During the past year there has been, I am sure, an awakening from one end of the country to the other to the need for reviewing the ties between the peoples of these two cultures, and of remedying inequalities which may have developed over the years. This is a task which we must face squarely in the year ahead.

We must have a Canada which unites all our people, regardless of their race, colour or creed; and Canadian workers can make a great contribution to this objective.

The opportunities of 1964 will by no means be restricted to matters within our own boundaries. Internationally we are in a period of great transition. During the past year there has been a marked easing of many of the tensions we have been experiencing, although the fundamental problems remain. During the same period many world figures who have provided leadership have left the scene. It would be difficult to let the year end without making particular reference to the untimely death of President John F. Kennedy.

But time never stands still; and we must move forward with time. I hope and pray that we may carry into 1964, from the season we have just observed, the spirit of peace and goodwill to all mankind.

Jean Marchand, General President Confederation of National Trade Unions

(Translation)

The hundreds of thousands of Canadians out of work, the seamen's dispute, the agreement on the stock-piling of nuclear arms in Canada, our non-interference in the racial conflict in South Africa, the federal assistance to older workers, the incentives to home building, the establishment of an Economic Council, the tension between our two main ethnic groups, the unexpected and profitable sale of our wheat to the Com-

munist countries, have all been subjects of discussion and debate during the year. The balance sheet shows both credits and debits.

The year has generally brought some improvement to labour, even though the country's economic policy is still ill-defined and we are wondering what will happen when our wheat remains in our elevators. Full employment still remains a remote ideal out of our reach.

Serious problems have arisen in our relations with the United States at the time of Mr. Gordon's budget and the seamen's dispute and there again we have not yet found a satisfactory solution.

How long must we wait to have a universal and portable pension plan and a health insurance plan?

We are well aware that we cannot do everything at the same time or in a single year, but we would like very much to know about future projects, priorities, urgent needs, etc.

Let us hope that the newly established Economic Development Council will inform us of its projects as soon as possible and hasten our common consciousness of Canada's economic problems.

To all Canadian workers the rapidly expanding Confederation of National Trade Unions offers its fraternal greetings and the assurance of its maximum participation in the struggle for peace, prosperity and freedom. To all who share its convictions and believe in its objectives, it extends its friendly greetings.

J. A. Huneault, Chairman National Legislative Committee International Railway Brotherhoods

The National Legislative Committee of the International Railway Brotherhoods, composed of the elected Canadian Grand Officers of the Brotherhood of Maintenance of Way Employees, the Brotherhood of Locomotive Firemen and Enginemen, the Brotherhood of Railroad Trainmen, the Order of Railroad Telegraphers, the Brotherhood of Locomotive Engineers, Division No. 4, Railway Employees' Department and the Brotherhood of Railroad Signalmen, again welcomes this opportunity to extend to its members and their families and to all Canadian workers sincere best wishes for health, happiness and prosperity during the coming year.

We have consistently advocated, through our annual presentation to the Federal Government, our proposals to improve laws beneficial not only to the people we represent but to the Canadian people in every walk of life.

A National Transportation Policy in which railways, airways, interprovincial trucking, pipelines and waterways are involved should be co-ordinated in order that transportation services would be regulated to suit the interests of all Canadians.

We are viewing the rapid introduction of technological and automated changes in the fast moving economy of our country. Realizing this change to be a necessary part of our economic growth, we believe the responsibility for the displaced worker, and the social and financial implications are the responsibility of society as a whole.

Having advocated a national health insurance plan for many years, we still look

to the future for our country to adopt this means of taking care of the health of all Canadians.

It is significant to note that a Canada Pension Plan is to be brought before Parliament early in 1964. We wholeheartedly endorse the principle of a national pension plan and urge that such a plan be implemented without delay.

Highway-railway level crossing accidents have been the concern of our committee and the workers we represent. Level crossings which are known to be hazardous should be protected manually and/or by signal devices.

The record wheat crop and the huge sales effected is gratifying to all Canadians. The delivery of it will be a challenge to our transportation services, and railway employees will co-operate to the fullest in the tremendous movement of grain.

We support the railways in their effort to capture the passenger traffic in their announced new fare rates. We hope this will contribute to a new era of rail transportation passenger service.

Although there still remains signs of unrest in the world, both in the government and labour circles, I believe we should approach the new year with courage, optimism and confidence that through sincere efforts on the part of all, the problems confronting the peoples of the world can be successfully negotiated and resolved.

To all trade union members and their families and the people of Canada may I again extend our best wishes for a Happy New Year.

Sixth Meeting, National Technical and Vocational Training Advisory Council

Recommends substantial increase in allotment for operating costs of vocational high schools, establishment of manpower research program, exhaustive study of apprenticeship training

The National Technical and Vocational Training Advisory Council, at its sixth meeting, held in Ottawa on November 14 and 15, recommended amendment of the current agreement under the Technical and Vocational Training Assistance Act to provide for a substantial increase in the annual allotment for operating costs of vocational high schools (Program 1).

The Council adopted also a report on manpower research that proposed a many-faceted program.

In other action, the Council:

—Recommended that an exhaustive study be undertaken of the entire apprenticeship training field.

—Passed a recommendation that a member of the Council should be made a member of the new Economic Council of Canada.

—Discussed the possible reconstitution of the Council and decided to reconvene a special committee to suggest changes in relationship with pending legislation.

Dr. G. Fred McNally, Chairman of the Council and former Chancellor of the University of Alberta, presided. Dr. W. R. Dymond, Assistant Deputy Minister, Department of Labour, welcomed the Council members on behalf of the Minister and the Deputy Minister of Labour, who were not able to be present.

In his brief speech to the Council, Dr. Dymond pointed out that new legislation for financial assistance to the provinces under the Act was before the House of Commons. He reviewed some of the training programs under the federal-provincial agreements under the Act and emphasized the importance of encouraging and promoting the training of the unemployed.

He noted that the Apprenticeship Training Agreement was coming up for renewal in the next two months, and that the renewal was intended to run until 1967.

In his opening remarks to the Council, Dr. McNally expressed gratification with the capital construction projects under the Act, and was particularly impressed with training facilities in Western Canada that he visited during recent months while taking the place of the Minister of Labour or the Deputy Minister at official school openings.

Operating Costs under Program 1

W. D. Mills, Director of Vocational Education, Department of Education, Nova Scotia, and Chairman of the Council's Subcommittee on Program 1 (Vocational High School Training), presented a resolution asking for substantially increased contributions by the federal Government toward operational costs of vocational high schools.

This topic engendered considerable discussion as to the basis on which the federal contributions were to be made or recommended: contributions according to the number of students, lump sums for the various provinces, or a percentage of operating costs—but on an increased rate than heretofore.

The resolution that was finally adopted read as follows:

Whereas economic development of Canada depends in great measure on the competence, flexibility and adaptability of its labour force; and

Whereas Program 1 contributes substantially to this competence, flexibility and adaptability by providing not only training for entry into employment but also the basic background for future training of the individual and thereby lessens expenditures otherwise necessary for Basic Training for Skill Development as well as for retraining; and

Whereas, notwithstanding the considerable expansion of Program 1 in some provinces there is evidence that the "limited" federal assistance to the operational costs of Program 1 is restricting the development of Program 1 in many provinces; and

Whereas the Agreement provides assistance toward the capital expenditures for vocational high schools on the same basis as for other technical or vocational schools;

Therefore be it resolved that Council recommend: (1) that the present Agreement be amended to provide a substantial increase in the annual allotment for the operating costs of Program 1; and (2) that as soon as practicable, the Agreement be amended further to provide that the federal Government contribute to Program 1 as it contributes to Programs 2 [Technician Training] and 3 [Trade and Other Occupational Training].

Research on Manpower Requirements

Much discussion took place also on the urgent need for more research and for more compiling of statistical information on Canada's manpower requirements and the training programs. Dr. Dymond pointed out that a research capability already existed

in the Economics and Research Branch of the Department but that a strengthening of it and other research or statistics agencies was desirable. It was largely a matter of obtaining the additional qualified staff that was required for undertaking more or new work, he said.

Dr. McNally thought that a research body in each province would be very helpful. Council members believed that regional research was very important, that it should be carried out in all provinces, and that the findings from all sources should be taken into account to assess and assist labour mobility, for example. It was pointed out that the new Economic Council would be intended to engage in such research, and that overlapping should be avoided.

There was extensive discussion on the resolution with this subject presented by J. A. Doyle, Director of Vocational Education and Regional Director, Canadian Vocational Training, Department of Education, Saskatchewan. Mr. Doyle pointed out that his subcommittee was recommending that all results should be published so as to be generally available.

A report on some of the statistical manpower research carried out by his Branch was given by J. P. Francis, Director of the Economics and Research Branch, who also outlined some of the difficulties in estimating or projecting future manpower demands.

The recommendation on research that was adopted was:

To provide stimulation and direction to and co-ordination of manpower research, the committee believes that:

1. A manpower research facility should be established or strengthened in each province, and in the federal Government either as a division of existing research facilities or as a separate and distinct facility.

2. These facilities should be staffed by personnel who are competent to conduct research in areas indicated.

3. A federal-provincial committee on the planning and co-ordination of manpower research should be established. The responsibilities of this committee would include:

- (i) To recommend regarding the conduct and co-ordination of manpower research;

- (ii) To recommend regarding the publication and distribution of a manpower research bulletin designed to provide effective communication between those responsible for manpower and those who utilize the findings of such research.

Apprenticeship

The Council discussed apprenticeship training at some length and decided that it should be examined thoroughly with a view to its present and future effectiveness and acceptance. Among other things, it was pointed out that there were numerous trainees in industry that were not registered as apprentices with the provincial Departments of Labour, and that apprenticeship training was only one route among several for achieving the required skill in a trade.

The question arose as to why more of the persons training in industry were not a part of the regular apprenticeship system, and one answer was that many of them did not come within the designated trades under which apprentices must be registered with a provincial Department of Labour. William Hurd, apprenticeship training specialist, Technical and Vocational Training Branch, outlined some of the conditions and "rigidities of the past" that had been inherited in the apprenticeship system and could not be ignored or eliminated on short notice.

B.F. Addy, Director of Vocational Education and Regional Director, Canadian Vocational Training, Department of Education, Manitoba, urged that those concerned should take a look at Canadian apprenticeship to see whether it really fills the needs of today.

As the Council has its own committee dealing with this training program—the Apprenticeship Training Advisory Committee—the Council, adopting a motion by Max Swerdlow, Director of Education, Canadian Labour Congress, recommended "that the national Apprenticeship Training Advisory Committee, in co-operation with appropriate Government departments, make a study of the whole field of apprenticeship training in Canada, with particular attention to programs, numbers, and related problems."

Structure of Council

While discussing proposed changes in the organization of the Council, the members also dealt with the relationship that the Council could be expected to have with the new Economic Council of Canada. Members believed that the National Technical and Vocational Training Advisory Council should be represented on the Economic Council, and passed a recommendation that the Minister of Labour request the federal Government to appoint a member of the Advisory Council to be a member of the Economic Council.

Training of the Unemployed

A report of the committee on training for the unemployed, presented by its chairman, Max Swerdlow, said that if the committee were to serve a further useful purpose "it must now broaden its horizons, attempt to reach farther afield for advice and co-operation, and consider the subject in the context of adult training and retraining at all levels." The committee was set up in May 1961.

The committee therefore recommended:

—That the Minister of Labour be requested to convene, at an early date, a meeting of recognized leaders of management, labour, economic and other groups which would consider the training problems of the unemployed and express their views regarding the means by which new programs for the solution of these problems may be established in co-operation with such groups and organizations.

—That a comprehensive statement be prepared for such meeting by the special committee on training for the unemployed and the Training Branch in order to provide background information relative to the existing adult training programs with particular emphasis on Program 5.

—That the committee on training for the unemployed be enlarged by the addition from Council of a representative of management and of the National Employment Service and that the NES be invited to participate in future meetings.

—That the terms of reference of the committee be broadened to include the study of all adult training, retraining and upgrading so that full consideration may be given to the prevention of unemployment through train-

ing and to the proper co-ordination of training for the unemployed with other adult vocational programs established in schools or industrial settings.

The recommendation was approved by the Council.

Report of the Training Branch

During the past two months there have been more "official openings" of projects under the capital assistance program than in any similar period in Canada's history, said C. R. Ford, Director, Technical and Vocational Training Branch, in a report to the meeting.

By September 30 this year, 530 projects valued at \$524 million had been approved. The federal share amounted to approximately \$331 million.

Although 56 capital projects were approved during the past year, since March 31 only 17 new projects have been approved. And the increase in the estimated total cost has been only \$16 million, from \$508 million to \$524 million.

Mr. Ford reported also that by June 30 this year, 8,543 candidates had written inter-provincial examinations; 7,205 red seals had been issued in six trades. Apprentices who successfully pass a nation-wide examination in a trade are issued a certificate bearing a special red seal that is recognized in all provinces as proof of trade proficiency.

3rd Meeting, National Advisory Committee on Technological Education

Recommends that gathering of data be co-ordinated in order to evaluate and assist technological education. Proposes use of two designations for graduates of institutes of technology

A co-ordinated program to gather the data essential for the determination of Canada's needs in the technological field and for the development of curricula and training facilities to meet those needs was urged by the National Advisory Committee on Technological Education in a resolution adopted at its third meeting, held in Ottawa on November 13.

Serious consideration should be given, the Committee suggested, to the possibility of making full use of the specialists now available in the Department of Labour and other departments.

And the priority of the research projects to be undertaken should be established by the National Technical and Vocational Training Advisory Council.

In another resolution the Committee moved that the abbreviation "Dipl. T." (Diploma of Technology) be used after the names of institute of technology students who graduate from science or engineering courses, and the abbreviation "Dipl. A.A." (Diploma of Applied Arts) for graduates of other courses.

This recommendation followed discussion of the proposal made by the admin-

istrators of institutes of technology at their meeting in October that the designation "D.T." or "Dip. T." be used (L.G., Nov., p. 967).

Other recommendations were that:

—Certificates be issued to students completing technological courses of lesser duration than the minimum 2,400 hours specified by the Committee at its second meeting, in January, and that such certificates be descriptive of the type and duration of course completed. (A report on the second meeting appeared in the March issue, p. 208.)

—Consideration be given for a designation to indicate the completion of studies beyond the institute of technology diploma.

Dr. Garnet T. Page, General Secretary, Engineering Institute of Canada, presided over the meeting. Dr. G. Fred McNally, Chairman, National Technical and Vocational Training Advisory Council, to which the Committee reports, was also present.

In briefly addressing the meeting, Dr. McNally said there were now 35 institutes giving technological training, that is, on the post-high-school level. These 35 are the only ones out of a total of 39 schools that give training that can be classified as technological.

The chairman said that technological education "represents the best course of study for many people," that it must be accorded due recognition, and that efforts must be expended to make it better understood generally.

G. F. Vail of the Technical and Vocational Training Branch, who is Executive Secretary of the Committee, reviewed the qualifications required of institute of technology staffs.

Need for Co-ordinated Data Gathering

The Committee discussed at length the need for co-ordinated data gathering to determine Canada's manpower needs in the technological field, also the needs in the development of curricula and training facilities.

Max Swerdlow, Director of Education, Canadian Labour Congress, asked whether the Committee was satisfied that institute of technology training as now given was meeting the requirements of industry, and whether graduates were obtaining jobs and were progressing reasonably well at work. In other words, how could the effectiveness of the training be evaluated.

He believed that the co-ordinated gathering of data—in the provincial as well as federal fields—was extremely urgent and

important to assure technological training progress and effectiveness. This was particularly important, as many of the institutes were new and were undertaking their work for the first time.

It was moved by Leo Nadeau, Executive Secretary, Canadian Council of Professional Engineers, and seconded by Mr. Swerdlow, that the following recommendation be adopted:

This Committee urges the National [Technical and Vocational Training Advisory] Council to continue to impress forcefully on the authorities of the Department of Labour the serious and urgent need for the gathering of data which is essential for the determination of the needs of the nation concerning manpower in the technological field and related development of curricula and training facilities.

The Committee suggests that serious consideration be given to the possibility of making full use of the various specialists now available both within various branches of the Department of Labour and within other Departments, to work under a co-ordinator or co-ordinating committee on each of the specific research projects required and by order of priority to be established by the National Council.

The Committee further recommends that Dr. McNally endeavour to arrange a meeting of chairmen of Council subcommittees with the Minister of Labour for the purpose of discussing the whole problem of research in manpower training.

The Committee adopted the resolution.

Designations and Standards

Discussing a suitable title and abbreviation that could be adopted for use across Canada to identify graduates from an institute of technology, and one that would be generally acceptable and have the same meaning in both the English and French languages, the Committee resolved to recommend two different types of designations instead of just one.

The Committee adopted, for recommendation to the National Council, the abbreviation "Dipl. T." for Diploma of Technology, for use after a graduate's name. This would apply to graduates of courses relating to engineering or science. For all other institute of technology courses, the Committee adopted the designation "Dipl. A.A." for Diploma of Applied Arts. The administrators of technology, who met about a month earlier, had adopted a single designation: "D.T." or, optionally, "Dip. T."

In French, Dipl. T. would be read as *Diplôme des Studes Techniques en . . .* (followed by the name of the course taken, which practice could be followed in English also, if desired), and Dipl. A.A. would stand for *Diplôme des Etudes en Arts Appliqués*.

The Committee also recommended that certificates (and this does not refer to certification of technicians) be issued to graduates of institute of technology courses of lesser duration than the minimum 2,400 hours that the Committee had earlier adopted as a criterion. It was stressed that such certificates be fully descriptive of the type of course taken and of its duration.

Discussion also ensued over the possible future necessity of adopting additional designations—a type of "higher diploma" might be issued for studies and training going beyond the 2,400 hours of institute of technology training.

During a discussion of the necessity that technological education and training be better understood by the public and others, it was pointed out that the Civil Service Commission of Canada did not seem to be aware of the higher education programs now more generally available, judging from the texts of recent advertisements for "technicians."

Among additional business and discussions, the Committee dealt with the interrelation between institutes of technology and universities (it re-affirmed its stand that curricula for institutes of technology should not be designed to provide university entrance or university course credits, as this was an entirely different type of education); it discussed the responsibility of industry and of the institutes to assist instructors to remain up to date; and it again stressed the necessity of industrial experience as an instructor's qualification.

Reporting on post-high-school technical education, G. F. Vail, Technical and Vocational Training Branch, Department of Labour, stated that by 1966, the output of technician graduates from institutes of technology should reach an estimated 4,000. In 1963, about 6,600 students were

graduated from science-based faculties of Canadian universities, and as it is generally recognized that one or more technicians are required for every one of these university graduates, the current number of graduating technicians is insufficient.

It was apparent, said Mr. Vail, that the curricula of institutes of technology across Canada varied widely—from "highly theoretical curricula without regard for shop training to curricula that are very difficult to differentiate from the trades." For this reason, he urged that "curriculum research and synthesis or development be advanced."

An enrolment increase of 23.6 per cent from a year earlier in post-secondary school courses for technicians is reported by the Dominion Bureau of Statistics in a special statement titled "Institutes of Technology, Full-Time Day Enrolment as of October 1963." This compares with gains of 4.3 per cent in 1962, 18.2 per cent in 1961 and 14.0 per cent in 1960.

Students enrolled in 35 Canadian institutes of technology in eight provinces (Prince Edward Island and British Columbia are not included) numbered 14,094 at the beginning of the 1963-64 academic year.

The pronounced enrolment increase in the 1963-64 academic year was due mainly to the opening of eight more institutes of technology; increased enrolment in existing institutes also contributed. It is expected that enrolment will increase substantially in the next few years as present facilities begin to operate at their designed capacity, and as new institutes, presently under construction, open their doors. Construction has been stimulated across the country by the provisions of the Technical and Vocational Training Assistance Act of 1960.

Ontario General Contractors Press For Recommendations on Training

The Ontario General Contractors Association at the end of October wrote the Ontario Minister of Labour suggesting that the following recommendations, requested in its earlier brief and in the Select Committee's Report on Manpower Training, be implemented:

- Compulsory certification of tradesmen.
- Pre-apprenticeship training for drop-outs and unemployed.

—A credit system for vocational school students.

—A multi-trade apprenticeship program.

—An extension of apprenticeship to building trades that might not currently be covered under the Act.

—Consideration of a transfer of the apprenticeship administration to the Department of Education from the Department of Labour.

Labour Standards Legislation in 1963

Among provinces introducing new labour standards provisions in 1963, Ontario and Newfoundland make most extensive changes

During the 1963 sessions of the provincial Legislatures, new labour standards provisions were introduced in a number of provinces, the most extensive changes being in Ontario and Newfoundland.

Ontario passed the Public Works Creditors Payment Act, 1962-63, strengthened the Minimum Wage Act and the Wages Act, and amended the hours provisions of the Fire Departments Act.

Newfoundland enacted the Industrial Standards Act, 1963, which provides for the setting of minimum standards in industries, and replaced its shop-closing legislation by a new Act, the Hours of Work Act, 1963, which limits working hours in shops.

Manitoba raised the school-leaving age and also amended its Fair Wage Act.

The child labour provisions of the Alberta School Act and the New Brunswick Fair Wages and Hours of Labour Act were also amended.

MINIMUM WAGES

In Ontario, the Minimum Wage Act was amended to make the legislation more flexible and to strengthen the enforcement provisions. The Industry and Labour Board was given authority to fix minimum wages on an hourly basis, rather than on a weekly basis, as has been the custom.

Another amendment made it clear that tips or other gratuities are not to be counted as wages. (A magistrate's decision that tips were not wages within the meaning of the Minimum Wage Act was reversed in the Ontario High Court on April 5, while the bill was being debated. In this case, *Regina v. Duffy's Tavern (Hamilton) Ltd.*, 39 D.L.R. (2d), p. 126, the judge ruled that, since the Act as it then stood contained no definition of or reference to tips, they could be included when calculating wages for purposes of the Act.)

A new enforcement provision, which had been recommended by the Royal Commission on Labour-Management Relations in the Construction Industry, gave the Industry and Labour Board, which administers the Act, express authority to investigate and take remedial steps in connection with co-operative, profit-sharing, joint contract and partnership schemes or other undertakings that may be designed to defeat the purpose of the Act.

Another new provision designed to improve enforcement procedures empowered the Board to file a magistrate's order to pay arrears of wages in a division court, thereby making it enforceable as an order of that court. A similar provision was added last year to the Hours of Work and Vacations with Pay Act.

The minimum fine for offences was increased from \$10 to \$25.

INDUSTRIAL STANDARDS AND FAIR WAGES

Newfoundland

The Newfoundland Industrial Standards Act, 1963, which went into force on August 6, 1963, is similar to legislation in effect in Alberta, New Brunswick, Nova Scotia, Ontario and Saskatchewan. It provides for the establishment of minimum standards in an entire industry or in a specified sector of an industry as the result of recommendations made at employer-employee conferences.

Industrial standards schedules will not, however, prevail over other legislation setting higher wage rates or more favourable working conditions, nor will they apply to employees of the provincial government or its agencies.

The procedure for the establishment of minimum standards in an industry or area is similar to that in the five other provincial acts of the same name. Upon the petition of representatives of employers and employees in the industry concerned, the Minister of Labour may convene a conference of employers and employees to investigate and consider the conditions of labour and the practices prevailing in the industry, in order to negotiate standards for the industry as a whole or for a particular zone or area.

The conference may submit in writing a schedule of hours and days of labour, minimum rates for regular working periods and for overtime work, holidays, classification of employers and employees, and definitions of terms.

If the Minister is satisfied that a schedule has been supported by a proper and sufficient representation of employers and employees, he may approve it and recommend that the Lieutenant Governor in Council declare the schedule in force, in which case it will be legally binding upon all employers and employees in the industry and zone specified.

Once approved, an industrial standards schedule will remain in force until revoked. The procedure for having a schedule amended or rescinded is similar to that when a schedule is first adopted. After a schedule has been in force three years and no conference has been called to consider amendments or repeal, the Minister may, on his own initiative, recommend the repeal of the schedule.

As in other jurisdictions, provision is made for the appointment of industrial standards officers to conduct inquiries and make inspections. These officers will have the same powers as a commissioner under the Public Enquiries Act.

Advisory committees are also to be appointed to hear complaints and assist in the enforcement of the legislation. Appointed at a conference of employers and employees, an advisory committee will be composed of at least four persons equally representative of the employers and employees covered by the schedule.

An employer or employee who feels aggrieved by a decision of an advisory committee may appeal to the Minister, whose decision is final and binding.

Penalties are provided for contraventions of a schedule, and there is a general penalty for a violation of the Act or regulations. In addition to paying a fine, an employer convicted of violating a provision of a schedule is also required to pay any wages owing; if he defaults, the amount owing may be recovered by distress at the instance of an industrial standards officer. The employer must also give an employee any holiday to which he is entitled or pay in lieu of holidays, if the employee so agrees.

A prosecution may not be instituted without the consent of the Minister and must be commenced within one year after the alleged offence.

The Act also includes recovery provisions similar to those in effect in Saskatchewan, which permit an employer to make voluntary restitution of wages owing to an employee. If an industrial standards officer finds that an employer has failed to pay the prescribed wages, he may determine the balance owing and, if the parties concerned agree as to the amount, the employer must transmit it within two days to the Deputy Minister of Labour, who will pay the money to the employee. If an employee cannot be located, the money will be placed in a special account and, if not claimed within two years, will become part of the Consolidated Revenue Fund. An employer who complies with this provision is not liable to prosecution.

Manitoba

The Manitoba Fair Wage Act was amended with respect to coverage. This legislation, which is similar in principle to the industrial standards legislation of the other provinces, had applied to public construction work throughout the province authorized by the Minister of Public Works, and to private construction work costing more than \$100 carried on in Greater Winnipeg or in places with a population of over 2,000.

The amendment reduced coverage in the private sector, so that the Act now applies only to private construction work in places with a population of over 5,000. As a result, construction employers in the smaller centres are no longer required to pay the wage rates or to observe the weekly hours fixed by the annual Fair Wage Schedule.

New Brunswick

In New Brunswick, a clarifying amendment to the Fair Wages and Hours of Labour Act gave the Lieutenant Governor in Council express authority to issue regulations establishing the minimum rates of wages for overtime work on provincial government construction contract work.

A fair wage clause was also inserted in the revised Highway Act of New Brunswick. It stipulates that every government highway contract where labour is to be performed must contain a fair wage schedule made under the Fair Wages and Hours of Labour Act.

WAGE PROTECTION

Ontario

As well as strengthening its Minimum Wage Act, the Ontario Government passed two other wage protection measures. It replaced the Public and Other Works Wages Act by the Public Works Creditors Payment Act, 1962-63, which is designed to ensure that persons who supply labour, materials or services to a contractor with a provincial government contract are paid in full, and it amended the Wages Act to make it obligatory for employers to give employees earnings statements every pay day.

The Public Works Creditors Payment Act, which went into force on September 1, permits the Ontario Government to pay any creditors and deduct the amount paid from money due the contractor. If a contractor (the term is defined to include a subcontractor) fails to pay a creditor, and a claim is filed within 90 days after the last day on which labour, materials or services were provided, the Crown may,

after giving notice, pay the claimant the amount settled upon and deduct the sum so paid from any moneys due the contractor or from securities deposited to ensure performance of contract. If there is not sufficient money to cover the amount paid to the creditor, the bonding company, if any, must make up the deficiency.

Every contractor is now obliged to post in a conspicuous place on the public work a copy of the provision dealing with payment of claims described above.

As before, a contractor may be required to send to the Crown, on demand, a list of his creditors, giving particulars.

A contractor who does not comply with the publicity requirements or who fails to forward a list of his creditors when requested is guilty of an offence and liable to the penalties provided.

Wages Act Amendment

The amendment to the Wages Act of Ontario, which went into force on June 1, makes it illegal for an employer to pay an employee his wages without giving him an earnings statement showing: the work period covered; the rate of wages (unless this information is furnished to the employee in some other manner); gross wages; deductions not authorized by the employee or required by law, together with particulars; living allowances or other payments to which the employee is entitled; and net wages.

An employer who fails to supply the required earnings statement or who furnishes an employee with a false statement is liable to a fine of up to \$500.

HOURS OF WORK

Newfoundland

The main development in the hours field was the Newfoundland Hours of Work Act, 1963, which regulates hours of work in shops. This Act, which went into force on July 1, 1963, replaced three earlier acts that were primarily concerned with opening and closing hours of shops—The Shops Act, the St. John's Shop Act and the Exploits Valley (Closing Hours) Shop Act.

The new Act, which is to be administered by the Minister of Provincial Affairs, limits working hours of shop employees, provides for a weekly rest and, subject to certain exceptions, requires all shops to remain closed on specified days.

The new legislation restricts working hours of shop employees to 8 in the day and 40 in the week, unless time and one-half is paid for all time worked beyond the prescribed limits. Previously, the 40-hour-a-week standard applied only to shop assistants in St. John's and a six-mile radius, and in the Exploits Valley district.

The Shops Act, which applied in other areas, set a daily limit of 8 hours for female shop assistants and for persons under 18 years of age, and a weekly limit of 54 hours for all shop employees, subject to certain exceptions.

Like the earlier legislation, the new Act restricts periods of duty. A shop employee may not be kept on duty for more than five consecutive hours at a time, and must be allowed a relief period of one hour after each such period on duty.

The provisions requiring the installation of one seat for every three female shop assistants employed in a room, and to supply suitable sanitary facilities for all employees, are unchanged.

The new legislation requires all shops to remain closed on Sundays and on one additional holiday fixed by municipal bylaw.

All shop assistants in Newfoundland must be given Sunday off and one additional day each week, except during a week in which any of the eight listed holidays occurs. In a week in which any of five other specified holidays occurs, shop employees must be given a full day off in addition to Sunday and the holiday.

As in most jurisdictions, some exemptions from the shop-closing provisions are permitted. At the request of a municipal council, the Lieutenant Governor in Council may exempt a municipality from the shop-closing provisions, but, if so, the sections regulating hours and working conditions of shop employees will continue to apply. There is also a blanket exemption for stores whose main business is selling drugs or other articles listed in the Schedule. If such stores do remain open, however, employees may not be required to work beyond the prescribed daily and weekly limits unless overtime is paid.

The Minister of Provincial Affairs or a person authorized by him may visit any shop, inspect books and records and question employees to ensure that the hours provisions are being observed.

Ontario

In Ontario, an amendment to the Fire Departments Act reduced the maximum work week of full-time fire fighters from the present 56 hours to 48 hours, effective January 1, 1964.

SCHOOL-LEAVING AGE, AND EMPLOYMENT OF CHILDREN

Manitoba

In Manitoba, amendments to the School Attendance Act raised the compulsory school age from 14 to 15, effective July 1, 1963, and from 15 to 16, effective July 1, 1965.

Alberta

In Alberta, the section of the School Act prohibiting the employment of a child of school age (7 to 15) while school is in session, unless he has a valid exemption from school attendance and the employ-

ment is subject to the Alberta Labour Act, was amended to protect children who are not employees. It now forbids any person to permit a child below the school-leaving age to work on his premises, as well as to employ him, during school hours, unless these conditions have been met.

Safety and Health Legislation in 1963

*Four provinces enact safety and health legislation in 1963
Ontario makes most extensive changes, passing the Loggers' Safety Act and revising Boilers and Pressure Vessels Act*

Four provinces enacted safety and health legislation at the 1963 sessions of the Legislatures.

The most extensive changes were in Ontario, which passed seven Acts designed to promote the safety and health of workers and to protect the general public. It enacted the Loggers' Safety Act, 1962-63, which is the first special act in Ontario to provide for the enforcement of safety standards in the logging industry. The Boilers and Pressure Vessels Act was extensively revised to bring it into line with modern technology and practice. Amendments to the Construction Safety Act, 1961-62, the Department of Labour Act, the Construction Hoists Act, 1960-61, and the Factory, Shop and Office Building Act extended the scope of the legislation, increased safety precautions and strengthened enforcement procedures. The Radiological Technicians' Act, 1962-63, was also passed.

In Manitoba, the legislation governing elevators and hoists was consolidated in a new Act, the Elevator Act, and the Operating Engineers and Firemen Act and the Steam and Pressure Plants Act were amended.

New Brunswick passed the Electrical Installation and Inspection Act and made minor amendments to the Stationary Engineers Act.

Alberta enacted the Radiological Technicians Act governing medical and industrial radiological technicians.

ONTARIO

Logging

As the Minister of Labour stated when introducing the bill, the Loggers' Safety Act, 1962-63, implements one of the recommendations of the Report of the Royal Commission on Industrial Safety (L.G. 1961, p. 1238). The Commission had urged the adoption of safety rules for the logging

industry, which, it pointed out, had the highest accident frequency rate in the province.

The Act, which will be brought into force by proclamation, fixes a minimum age of 16 years for employment in the industry, sets out the responsibilities of operators, supervisors and loggers, and provides for inspection and the imposition of severe penalties for violations of the law.

The Act applies to every person engaged in logging, including logging operations of the Crown and its agencies and any municipality, and to persons engaged in the installation, maintenance, repair or operation of any equipment or device used in logging. Excluded is logging being done by an individual, without any employees, on his own behalf.

The term "logging" means the operation of felling or trimming trees or the storing, transporting or floating of logs.

Every operator (the term is defined to cover any owner, employer, manager, superintendent or partner) is obliged to take every reasonable precaution to ensure his loggers' safety. He is also required to see that they know and comply with the Act and regulations, and that copies or abstracts of the legislation are kept readily available for their information.

Without relieving the operator of his responsibilities, every supervisor or foreman must supervise the loggers under his direction in such a way that no person works in an unsafe manner or circumstance.

The individual logger, too, is required to assume some responsibility for his own safety and that of other persons. He must use the safeguards, equipment and devices furnished for his protection, and no person may move, alter or destroy them without

the operator's permission. No logger may use any equipment or device or so conduct himself as to endanger his own safety or that of others.

Some responsibility for safety is also placed on suppliers of machinery and equipment used in logging. The Act forbids any person to provide for use by a logger under any rental, leasing or other arrangement any machine, vehicle, tool, equipment, or part, if it is in an unsafe condition.

No specific safety rules for day-to-day operations are set out in the Act, but will be prescribed by regulation. The Lieutenant Governor in Council is given general authority to make regulations to ensure the safety of loggers and, in addition, is empowered to issue regulations about specified matters, including the granting of exemptions, the posting of notices and the keeping of records by operators.

The Act makes provision for the appointment of a chief officer and one or more officers to enforce the legislation, with authority to enter any land, building or other premises. It is forbidden to obstruct an officer in the performance of his duties or to give him false or misleading information. Every person is required to facilitate any entry, inspection, examination or inquiry by an officer.

An officer has authority to issue a stop-work order where any provision of the Act or regulations is being contravened. On summary conviction, a person failing to observe such an order is liable to a fine not exceeding \$100 for every day the contravention continues.

A general penalty is also provided for contravention of the Act or regulations. Where there is no other penalty, a person guilty of an offence is liable to a fine not exceeding \$1,000 or to imprisonment for a term of not more than 12 months, or to both.

Provision is made for the reporting of accidents. The operator must notify the chief officer of any accident, industrial disease, explosion or fire that causes bodily injury resulting in a logger's absence from work for more than three days.

If a logger is killed or critically injured, the operator is required to notify an officer of the occurrence immediately by telephone, telegram or other direct means. In addition, he must submit a written report within 48 hours after the occurrence.

It is forbidden to alter the scene of an accident, except to save life or relieve human suffering, until an officer gives permission to do so.

Boilers and Pressure Vessels

The Boilers and Pressure Vessels Act, 1962-63, the first major revision of the legislation since 1951, is designed to bring safety requirements for boilers and pressure vessels into line with modern technology and practice. Among the more significant changes, it brings nuclear boilers under the Act, increases the powers of inspectors, places new responsibilities on owners and other persons, imposes new reporting requirements on insurers and owners, and provides for more severe penalties for infractions of the law. Some of these changes stem from the Report of the Royal Commission on Industrial Safety.

One important new provision, apparently the first of its kind in any North American safety legislation, brings nuclear boilers within the scope of the Act. Specifically, it is now stated that any fired vessel that is directly heated "by rays from a radioactive source or molecular agitation arising from the process of fission" is subject to the legislation.

There have been some changes in powers within the provincial inspectorate. The chief inspector is now solely responsible for the issue of certificates of inspection, and he alone has authority to require the attendance of persons and to examine them under oath, powers formerly shared with inspectors.

On the other hand, an inspector is given increased authority to deal with dangerous conditions. If an owner or other person responsible for or in immediate charge of a boiler fails to comply with the inspector's direction, the inspector must order it shut down or sealed. Previously, this action could be taken only by the chief inspector. The inspector must, however, report the circumstances immediately to the chief inspector.

Similarly, if a boiler is in an unsafe operating condition or is being operated in a dangerous manner, the inspector must seal it and take whatever steps are necessary to remove the danger. Formerly, he could take this action only on the chief inspector's instructions.

Likewise, an inspector may now permit a sealed boiler to be put back into operation, a power previously reserved to the chief inspector.

Obstructing an inspector is again prohibited. The revised Act also makes it an offence to neglect or refuse to furnish information to an inspector or to furnish him with false or misleading information. It also expressly requires every person to

assist an inspector's entry, inspection, examination or inquiry.

The revised Act provides for more provincial control over insurance company inspectors. Insurance company inspection reports must now be filed with the chief inspector within 21 days after inspection instead of within 30 days as formerly.

An insurer must now notify the chief inspector in person or by telegram or telephone whenever insurance is cancelled because a boiler is unsafe for operation or use, and, as before, he must also cancel the certificate of inspection and take possession of it.

As before, boilers and pressure vessels must be inspected at least once a year. In addition, regulations providing for periodic inspections of certain boilers and pressure vessels are now authorized and the owner of a boiler or pressure vessel subject to periodic inspections is obliged to send the chief inspector an annual statement that, in his opinion, it is safe to operate or use.

The section prohibiting the installation of a boiler previously used outside the province without the approval of the chief inspector has been reworded to place the onus more directly on the individual. It now states that no person may install or permit such a boiler to be installed without the permission of the chief inspector, or operate it or permit it to be operated unless a certificate of inspection has been issued.

No person may permit a boiler to be operated or used and, as before, he may not operate or use it himself without a certificate of inspection or approval.

The prohibition against putting a condemned boiler back into operation without a certificate of inspection has been strengthened. It now states that no person may operate or use or permit the operation or use of a condemned boiler until it has been repaired as required and inspected and a new certificate of inspection issued by the chief inspector.

A new provision concerning disused boilers specifies that, when a boiler is permanently removed from operation or use, the owner must notify the chief inspector immediately.

Additional precautions must now be taken to safeguard persons doing inspection, repair or maintenance work on a boiler whenever there is any possibility of gas, vapour or liquid causing injury to the persons doing such work. The owner or other responsible person must have a competent workman stationed nearby to prevent any gas, vapour or liquid from entering the boiler and must take whatever other

measures are necessary to ensure the safety of the persons concerned.

Tampering with safety fittings while a boiler is in operation or use without the permission of an inspector is now prohibited.

The section providing for the reporting of accidents has been strengthened. The chief inspector must now be informed whenever an accident arising out of the operation or use of a boiler or pressure vessel causes property damage, as well as when it results in death or injury to a person, or whenever an explosion or rupture occurs. In such cases, the owner or person in charge must notify the chief inspector immediately in person or by telephone or telegram and must now send a written report within 48 hours.

Penalties for offences are more stringent than previously. A person convicted of an offence is now liable to a fine of up to \$1,000 or to imprisonment for a term not exceeding 12 months, or both. The minimum penalty of \$25 was dropped. The McAndrew Commission stated it was an invitation to magistrates to impose the minimum penalty.

Construction

Amendments to the Construction Safety Act, 1961-62, (L.G. 1962, p. 1349) broadened its scope and strengthened enforcement provisions.

Originally, the Act covered only the construction, alteration, repair or demolition of buildings or other structures. Coverage has been extended so that the Act now applies to the moving of buildings and other structures, as well as to work on trenches, streets, highways and wells. The Lieutenant Governor in Council, however, is now empowered to exempt by regulation any class of projects or any part of a project.

The original Act made it mandatory for every area municipality in Metropolitan Toronto, every municipality with a population over 50,000, every city, every separated town and every local municipality in a territorial district not included in the foregoing categories to appoint construction safety officers. This requirement is now extended to separated townships.

In a territorial district, a municipality with a population exceeding 5,000 will now have to appoint its own inspectors. The inspectorate of the Department of Labour, however, will continue to be the enforcement authority in small northern Ontario municipalities with a population of 5,000 or less, and in territory without municipal organization.

Provincial supervision of local inspectors is increased, with the inspectorate now required to instruct, advise and assist municipal inspectors on a continuing basis instead of on request only. Another amendment makes it compulsory for a local inspector to submit to the Deputy Minister of Labour a copy of his annual inspection report made to the municipal council.

A new requirement provides that an inspector must notify the Deputy Minister of Labour within 24 hours when a workman on a construction project is killed or critically injured.

Another new provision specifies that every municipality and every official responsible for granting building permits must notify the construction safety inspector within seven days of the issuance of a permit, giving the name and address of the person to whom the permit was granted, and the location, nature and estimated cost of the project.

A further measure to improve enforcement permits an inspector to be accompanied by experts when performing his duties. Also, the obligation of every employer and workman to facilitate inspections is now extended to include every person connected with a construction project.

In order to eliminate the hazards presented by defective rented machinery and equipment, the Act now forbids any person to provide an unsafe machine, vehicle, tool or equipment, or part, for use on a construction project under any rental, leasing or other arrangement.

Amendments to the Department of Labour Act now authorizes the Minister, with the approval of the Lieutenant Governor in Council, to make regulations covering all types of caisson work, instead of open caisson work only, as previously. Also, he may exempt any class of work from the regulations governing work in compressed air and work on tunnels, caissons and coffer dams.

An amendment to the Construction Hoists Act, 1960-61, (L.G. 1961, p. 1232) makes it unlawful to rent an unsafe construction hoist to another person. The Act already had a provision prohibiting the operation of an unsafe construction hoist.

Factories and Other Workplaces

Amendments to the Factory, Shop and Office Building Act extended its scope, strengthened safety precautions for persons working in confined spaces where atmospheric hazards may exist, and introduced stricter accident reporting requirements.

The coverage of this Act, which is intended to ensure safe working conditions in factories, shops and offices, now has been extended to cover persons engaged in repair or maintenance work in such places. It applies also to factories without machinery where five or fewer persons are employed, a category formerly exempted.

The provision forbidding any person to enter a tank or other confined space where atmospheric hazards may exist unless specified precautions have been taken has been strengthened. These safety rules now apply in places where dangerous vapours and mists are likely to be present, as well as in confined areas where dangerous fumes, dusts or extreme temperatures exist. Also, the Act now makes it mandatory to have suitable reviving apparatus conveniently available and a trained operator near by. Previously, an employer was obliged to take such precautions only when ordered to do so by an inspector.

The provisions regarding the reporting of accidents were revised to bring them into line with the requirements of the Workmen's Compensation Act and with other provincial safety Acts. The employer must send an immediate report to the Chief Inspector whenever a fire, accident or industrial disease in a factory, shop, bake-shop, restaurant or office building causes bodily injury resulting in an employee's absence from work for more than three days (previously six). The minimum fine for a contravention of this provision has been eliminated and the maximum fine increased from \$30 to \$100.

Radiological Technicians

The Radiological Technicians Act, 1962-63, which comes into force on proclamation, provides for the establishment of a governing board for medical radiological technicians and for a system of voluntary registration.

The Lieutenant Governor in Council is given authority to appoint a seven-member Board of Radiological Technicians. It would comprise: four radiological technicians recommended by the Board of Directors of the Ontario Society of Radiological Technicians; two radiologists recommended by the Section of Radiology of the Ontario Medical Association; one non-radiologist recommended by the Board of Directors of the Ontario Medical Association from the secretariat of that Association.

The Board has authority to register radiological technicians who meet specified

requirements. Subject to the approval of the Lieutenant Governor in Council, it may make regulations providing for the examination of candidates for registration, for prescribing the content of training courses and the requirement for admission, and for defining unprofessional conduct. The Board may, by order, suspend or revoke a registration for unprofessional conduct, incompetence, fraud or misrepresentation, but provision is made for an appeal to a judge of a county or district court.

Registration is not compulsory, but only persons qualified under the Act may use the title "Registered Radiological Technician." Any person who contravenes this provision is liable to the penalties provided.

MANITOBA

Elevators

The Elevator Act, which will be brought into force by proclamation, consolidates, with some changes, the existing Elevator and Hoist Act and amendments. Coverage has been extended and some rules previously in the regulations have been incorporated, with certain changes, in the new Act.

The new legislation applies to any lifting mechanism equipped with a car or platform that moves in guides, including an escalator, dumb-waiter, hoist, ski lift, and ski tow, together with related mechanisms and equipment.

All elevators intended for use in the province must be constructed, operated, or maintained, and have a carrying capacity as provided in the legislation. No person may operate an elevator except in accordance with the Act and the regulations. An owner (the term includes a tenant, sub-tenant, manager, or licensee of any building, structure, or premises in which an elevator is installed, the agent of any of them, and the owner of the elevator) is forbidden to permit an elevator to be operated except in conformity with the legislation.

An owner may not permit an elevator to be operated without a permit, and an unlicensed person may not operate an elevator other than an automatic elevator.

A new provision forbids any person to ride on, and an owner to allow any person to ride on, a freight elevator except as an operator or attendant.

A new advisory Elevator Board, larger than its predecessor, and without a representative of employees, will consist of at least seven members. The chairman and vice-chairman will be officers of the Department of Labour. The other members will

be representatives of elevator manufacturers, installers and repairers, and owners of department stores, office buildings, factories and warehouses in which elevators are installed.

The Act does not set out specific safety standards for elevators, but empowers the Elevator Board to recommend to the Minister the adoption of regulations and orders respecting the construction, operation, maintenance, carrying capacity, and inspection of elevators, the issuance of permits and licences, and the prevention of accidents. Before making any recommendation the Board must hold a public hearing.

The Lieutenant Governor in Council may make regulations implementing any recommendation of the Board, and adopting any relevant safety codes, rules or standards.

The Chief Inspector of the Mechanical and Engineering Division of the Department of Labour may seal an elevator if he considers it unsafe or if repairs or alterations have not been completed within the time prescribed in an inspector's order.

Penalties for second or subsequent offences are increased under the new Act. As previously, for a first offence, a fine not exceeding \$50 may be imposed on an individual and one not exceeding \$300 on a corporation. For a subsequent offence, however, an individual is now liable to a fine of from \$25 to \$100, and a corporation to a fine of from \$100 to \$500.

Operating Engineers and Firemen

Amendments to the Manitoba Operating Engineers and Firemen Act provided for new classes of certificates and relaxed some of the licensing provisions.

All references to operating engineers' certificates and firemen's certificates have been deleted and the term "certificate" substituted, thereby making it possible for the Government to issue new classes of licences such as compressor operator certificates and refrigerator operator certificates.

Other licensing provisions have been relaxed because some of the requirements had proved to be unrealistic and difficult to enforce. During the debate on the bill, the Minister of Labour said that it was unrealistic to require an operating engineer to be in constant attendance supervising the operation of air compressors of the type used to ventilate mines, or to make it compulsory to have licensed personnel in charge of certain plants such as compressor plants used in street excavation work and factory-assembled refrigeration units.

Under the amendment Act, only refrigeration plants of 50 tons capacity or

over (previously 15 tons), where the pressure exceeds 15 pounds per square inch, must be operated under the direct supervision of a certified operator (formerly an operating engineer). Excepted, however, are factory-assembled single unit refrigeration plants unless the regulations provide otherwise.

A certified operator is now required for pressure plants of 150 horsepower and over (formerly 75) where the pressure exceeds 15 pounds per square inch, except portable pressure plants or refrigeration plants.

Refrigeration plants or pressure plants of the type that normally may be operated only under the supervision of a certified operator may now be operated for specified periods without certified personnel in attendance, subject to certain safeguards. If such a plant is located in business premises, the Minister may, on the recommendation of the Chief Inspector, issue a written authorization permitting it to be operated without a certified operator in attendance when the building is not being used for its usual and normal purpose involving the presence of individuals. If such a pressure plant or refrigeration plant is installed in a residential building, the Minister may permit it to be operated for up to 10 hours a day without a certified operator in attendance. In either case, the plant must be equipped with automatic safety controls that are connected with an approved telephonic warning system, and the owner of the building must certify that the equipment and plant will be tested daily.

Boilers and Pressure Vessels

An amendment to the Manitoba Steam and Pressure Plants Act empowers the Lieutenant Governor in Council to make regulations respecting the licensing, qualifications, and examination of welders of boilers, pressure vessels and pressure piping.

Another change, altering the inspection period for portable gas containers, requires them to be inspected on or before the first installation, once within the next twelve years, and at least once every five years afterwards. Previously their inspection was required once every five years.

NEW BRUNSWICK

Electrical Installation

The new Electrical Installation and Inspection Act adopted in New Brunswick requires all electrical installations and electrical work done in the province to conform to the requirements of the supply

authority* relating to connection facilities, and to the requirements of Parts I and V of the Canadian Electrical Code (Eighth Edition). No other standards are laid down in the Act. Matters such as prevention of fire and injury to persons and property, permits, powers of inspectors, and the control of the sale or use of equipment not approved by the CSA or other recognized testing laboratory will be dealt with by regulation.

Among other exceptions, the Act excludes machinery, equipment, appliances, etc., used in generating or distributing electrical energy for gain, and in installing specified types of elevating devices and boilers.

The Attorney General will be responsible for administration of the Act. Provision is made for the appointment of inspectors, who will have access to any land, buildings or premises.

The Lieutenant Governor in Council is empowered to appoint an Electrical Installation and Inspection Advisory Board, whose duties will be to make recommendations and advise the Attorney General and the chief inspector on matters relating to administration of the Act. The Board will consist of a nominee of each of the following: the Minister of Labour, the Minister of Municipal Affairs, the New Brunswick Electric Power Commission, the Fire Marshal, the New Brunswick Board of Underwriters, and the Electric Service League of New Brunswick.

A fine or imprisonment, or both, may be imposed for violation of the Act or the regulations, for interference with an inspector, or for non-compliance with an inspector's order.

Provision is made for appeal to a judge of the County Court from any order or decision made by an inspector.

The new Act, which will be brought into force by proclamation, will replace the Electrical Energy Act, 1931, a statute made applicable to a municipality on proclamation, and now in force in the major municipalities of the province.

Boilers and Pressure Vessels

An amendment to the Stationary Engineers Act permits an unlicensed person to operate a high pressure heating plant not exceeding 25 boiler horsepower, provided that an authorized inspector makes an annual inspection and approves the boilers

* "Any corporation or person that produces, transmits, delivers, or furnishes electrical power or energy to or for a consumer."

as being suitable for use. Previously a licence was required to operate or have charge of any heating plant or power plant.

ALBERTA

Radiological Technicians

The new Radiological Technicians Act of Alberta, which went into force on August 1, establishes authority to regulate the qualifications and standards of radiological technicians and prohibits unqualified persons from operating X-ray machines or other devices that emit X-rays.

The Act divides radiological technicians into two classes: medical radiological technicians, who operate X-ray machines or use radioactive isotopes for the examination or treatment of living persons; and industrial radiological technicians, who operate X-ray machines or use radioactive isotopes for the examination or treatment of things other than living persons. The legislation does not apply to doctors, dentists, chiropractors, veterinarians, naturopaths or podiatrists.

Provision is made in Part I of the Act for the establishment of a five-member Medical Radiological Technicians Board, which would include two members of the Canadian Society of Radiological Technicians (Alberta Division) and two members of the Alberta College of Physicians and Surgeons who are radiologists.

The Board is empowered to make regulations relating to medical radiological technicians, subject to approval of the Lieutenant Governor in Council. Among other matters, these regulations may: provide for the examination and registration of medical radiological technicians and for the registration of student medical radiological technicians; prescribe the qualifications of applicants; provide for training and apprenticeship programs; specify the radio-

logical services and treatments that a registered medical radiological technician may render; provide for the investigation of complaints.

A registered medical radiological technician may give only those radiological services and treatments that the regulations authorize him to give, and for which he has had formal training.

Only a registered medical radiological technician or a student medical radiological technician may render radiological service or treatment to a person, and then only under the direction of a duly qualified medical practitioner. A student medical radiological technician is forbidden to give radiological service or treatment except under the direct supervision of an authorized person.

Any person carrying on business or practising as a medical radiological technician on August 1, 1963 is entitled to register upon applying to and obtaining the approval of the Medical Radiological Technicians Board.

Part II of the Act, setting out provisions governing industrial radiological technicians only, forbids an unlicensed person to act as an industrial radiological technician. It also prohibits an industrial radiological technician from operating an X-ray machine for the examination or treatment of living persons.

The Lieutenant Governor in Council is authorized to make regulations providing for the examination and licensing of industrial radiological technicians, prescribing standards of proficiency and providing for investigation of complaints.

The licence of an industrial radiological technician may be suspended or cancelled for failure to comply with the legislation or with any reasonable safety measures.

Penalties are provided for contraventions of the Act or regulations.

Canadian Given ILO Assignment to Singapore

Harry Waisglass, Canadian Research Director for the United Steelworkers of America, left Canada last month to serve for the next six months as a special adviser to the Labour Research Unit of Singapore. He went at the request of the Singapore government as part of the Workers' Education Program of the International Labour Office.

The Singapore Labour Research Unit is an agency independent of government which has been set up to assist Singapore unions in the collection of wages, hours and working conditions data and to assist in the presentation of negotiating proposals and arbitration briefs.

Maritime Unions Trusteeship Act

Government proclaims Act placing five unions under management and control of three-member board of trustees, names trustees

A bill to place the maritime transportation unions of Canada under the management and control of a three-member board of trustees appointed by the Government was introduced in the House of Commons by the Minister of Labour on October 9. Although accorded full debate, it passed third reading on October 11.

All parties in the House of Commons supported the legislation.

The Act, the Maritime Transportation Unions Trustees Act, was given Royal Assent on October 18. Six days later, on October 24, the Government proclaimed the law and simultaneously announced the appointment of the three trustees: Mr. Justice Victor L. Dryer, Judge Rene Lippe, and Charles H. Millard.

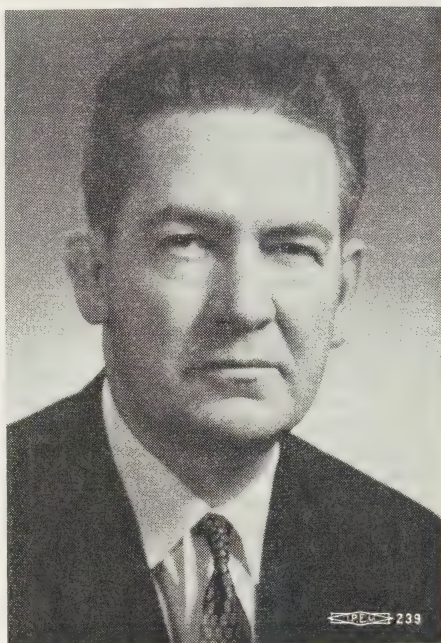
On October 18, in a final effort to prevent the Government from putting the law into effect, the Seafarers' International Union of Canada ordered its members to leave their ships, and to join in a protest march on Ottawa on October 21.

The march, in which about 2,000 SIU members took part, was carried out in defiance of a telegram sent on October 20 by the Minister of Labour to Harold C. Banks, President of the SIU of Canada, pointing out that the strike was illegal and demanding that SIU officials order the men to return to work.

The behaviour of the men while in Ottawa was orderly, members of the Cabinet declined to meet them, and few of the MPs did so. When the seamen left Ottawa, it appeared that they had no immediate intention of returning to their ships; and at a mass meeting in Montreal on October 22, all but 15 of the 1,200 SIU members present voted against doing so.

On October 24, the strikebound shipping companies ordered their crews to return to work or face the prospect that their jobs would be filled by men recruited from the seamen's division of the National Employment Service. On October 25, after Mr. Banks had had a meeting with the trustees in Ottawa, at which, according to the chairman, he had "promised to co-operate," the SIU president called on the men to return to work. At a meeting in Montreal, they voted in favour of doing so; and the strike ended on October 26. Shortly after the end of the strike, the trustees moved their headquarters from Ottawa to Montreal.

(Continued on page 1092)



Mr. Justice Dryer, Q.C.

Mr. Justice Victor L. Dryer, Q.C., chairman of the Board of Trustees of the Maritime Transportation Unions, is considered to be one of the leading experts in labour jurisprudence on the West Coast. Before he was appointed to the British Columbia Supreme Court on July 15 of this year, he regularly represented unions in their legal actions. Earlier this year he served as arbitrator in the West Coast salmon strike.

Immediately before he was appointed to the bench, Mr. Justice Dryer was counsel to the Royal Commission inquiring into the British Columbia Workmen's Compensation Act. He has also acted for the Crown, and was prosecutor in the bribery and conspiracy trial of Robert Sommers, the former provincial Minister of Lands and Forests. In 1955, he was assistant counsel in the inquiry into charges of graft and corruption in the Vancouver city police force.

The chairman of the new board of trustees, born in London, England, is 52 years of age. A graduate of the University of British Columbia, he was called to the bar in 1936, and was appointed a Queen's Counsel in 1957.

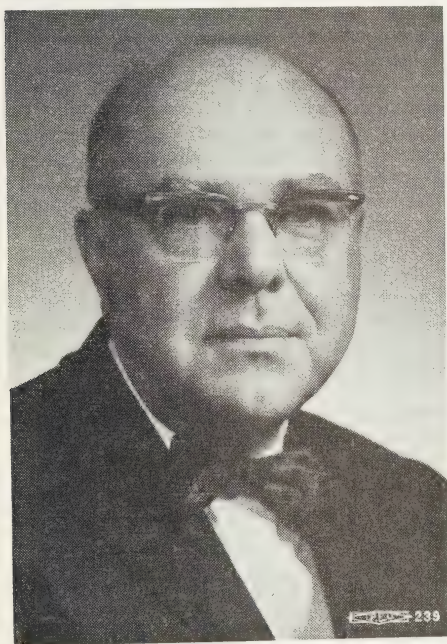
Judge René Lippé, Q.C.

Judge René Lippé has a reputation in Quebec as a good labour mediator. A Montreal magistrate since August 1949, he was appointed Queen's Counsel in 1957.

During the 1950's he served on a number of commissions of inquiry, the most notable being that into the 1951 collapse of the Three Rivers bridge, and as mediator in many labour disputes in the province.

In 1952, Judge Lippé was appointed to settle the dispute between the town of St. Jean, Que., and its employees; and three years later he acted as mediator in another dispute involving the school commission of the same town and its employees.

As recently as September, he was instrumental in settling the longshoremen's strike that crippled St. Lawrence ports.



He is 53 years old. Born in Montreal, he is a graduate of the University of Montreal.

Charles Millard

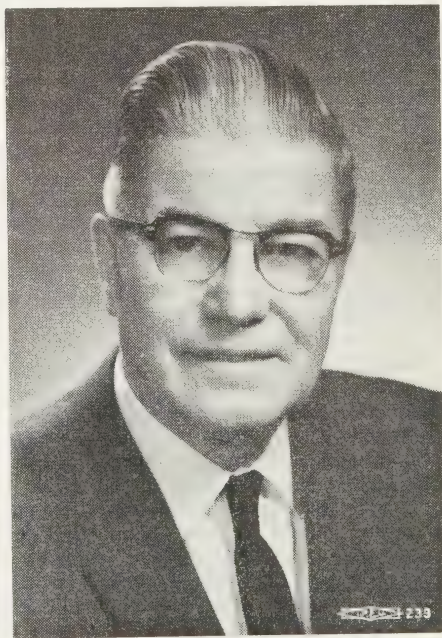
Charles H. Millard has been a leading figure in the labour movement in Canada for many years. He helped to organize the United Automobile Workers local in Oshawa, Ont., and as its president led it in the strike for recognition in 1937. Later, he was chosen by Philip Murray, then President of the Congress of Industrial Organizations, to take over a steelworkers organizing committee in Canada that had come

under Communist influence; he succeeded in rooting out the Communists from influential posts.

When the organizing committee was replaced by the United Steelworkers of America, Mr. Millard was elected national director, and he held this post from 1942 until he retired in 1956. He was a vice-president of the Canadian Congress of Labour until its merger with the Trades and Labour Congress of Canada to form the Canadian Labour Congress, at which time he became one of the vice-presidents of the new organization.

When Mr. Millard resigned from the directorship of the United Steelworkers in 1956 it was to take the post of Director of Organization for the International Confederation of Free Trade Unions, with headquarters in Brussels. Since he resigned from this post in 1961, he has been engaged in organizing trade union educational seminars, has led a fund-raising campaign for the Labour College of Canada, and has been active in the Religion-Labour Council of Canada. He was a strong supporter of the CCF, and he ran unsuccessfully as a New Democratic Party candidate in the federal elections of 1962 and 1963.

Born in St. Thomas, Ont., Mr. Millard is 67 years of age. A company sergeant-major before he was 20, he served in the first world war.



Last month the SIU of Canada sought in Quebec Superior Court a writ of injunction to stop the work of the board of trustees, on the ground that the trusteeship legislation was unconstitutional in that it represented an invasion of the "property and civil rights" field of legislation which the British North America Act reserves exclusively to the provincial legislatures. Mr. Justice Roger Ouiset reserved judgment.

Although events moved swiftly at the last, the plan of a trusteeship had been maturing since it was first put before the public on July 15 in the report of the Norris Industrial Inquiry Commission on the Disruption of Shipping (L.G., Sept., p. 775).

Soon after the publication of the Norris report four of the five unions involved, after some hesitation, had declared their willingness to support the trusteeship plan and to submit to it themselves. The fifth union, the Seafarers' International Union of Canada, however, remained bitterly opposed to it; and in this opposition it was supported in the United States by its parent organization, the Seafarers' International Union of North America, by the Maritime Trades Department of the AFL-CIO, and by AFL-CIO President George Meany.

In Canada, the labour movement, represented by the Canadian Labour Congress, supported the plan; and three provincial federations of labour—those of Ontario, Manitoba, and British Columbia—at their annual conventions last month, after the trusteeship had been imposed, passed resolutions declaring their support.

The Government, however, had shown reluctance to apply a government trusteeship to the unions concerned, and had expressed its preference for a trusteeship set up by the labour movement itself, if an effective plan could be set up. But when, after considerable discussion between officials of the Canadian and the United States Governments, and the heads of the CLC and AFL-CIO, it became apparent that no acceptable plan could be arranged, the Government moved to establish a trusteeship.

Provisions of the Act

Bill C-102 was described as "An Act to provide for the placing of the maritime transportation unions of Canada under the management and control of trustees." The Act bears the title, "Maritime Transportation Unions Trustees Act."

The Act vests in the trustees the management and control of four unions and certain locals of a fifth. The unions are: Canadian Maritime Union, Seafarers' International Union of Canada, National Association of Marine Engineers of Canada,

and Canadian Merchant Service Guild. Thirteen maritime locals of the Canadian Brotherhood of Railway, Transport and General Workers are enumerated in a schedule to the Act.

The trustees are empowered to "do all things necessary or advisable" for the return of the management and control of each of the unions to duly elected and responsible officers of such unions "at the earliest date consistent with" the national interest.

The trustees have the power to:

- Promote the establishment of advisory councils of seamen and their representatives to advise and aid them in carrying out their duties.

- Promote the establishment of joint advisory councils of seamen and shipowners and their representatives for the purpose of developing good relations between employees and employers, safety in the industry and other labour relations except those ordinarily associated with collective bargaining;

- Recommend to the members of a maritime union changes in the constitution or by-laws of the union that are calculated to ensure more efficient, effective or direct control of the union by the members.

- Exercise all the powers of the officers of the union under the constitution and by-laws of such union in order to implement such recommendations.

- Designate officers or members of a maritime union as bargaining committees to negotiate collective agreements on behalf of the members.

- Tender advice to bargaining committees of a maritime union negotiating collective agreements.

- Remove or suspend any officer or employee of a maritime union and appoint during pleasure officers and employees of such maritime union.

- Sue or be sued in the name of a maritime union in any case where the maritime union may sue or be sued.

In doing their work, the trustees may spend union money, borrow money, sell union property and execute in the name of the union "all required needs, assurances, receipts and other instruments" and generally may do all such things as the officers of the union may do under the constitution and by-laws of the union.

The Act provides penalties for obstruction of the trustees or persons delegated by the trustees, and for non-compliance with the provisions of the Act.

The Act requires the chairman of the board of trustees to make a report of the management of the maritime transportation unions to the Minister of Labour within three months after the end of each year.

The Act is to expire on December 31, 1966, unless before that date it is extended.

On October 9, when moving the resolution preceding the introduction of the Bill, the Minister of Labour said:

"We have placed a provision in the Bill that this will be of a temporary character . . . There is also a provision that if it is

advisable, in the opinion of the trustees, the unions may be removed from the trusteeship and the trusteeship may end before the expiry date. We made an effort to provide a terminal date, and make it a temporary and not a permanent arrangement that would continue once the situation had been cleared up."

Seventh Annual Convention of Ontario Federation of Labour

Records objection to government trusteeship over unions but expresses support for CLC and its officers in stand they took in recognizing necessity for trusteeship over marine unions

Almost unanimous support for the government trusteeship over five Canadian maritime transportation unions was given by the delegates to the 7th annual convention of the Ontario Federation of Labour, held in Niagara Falls on November 4 to 6. Of the 1,000 delegates present, fewer than 10 voted against a resolution that expressed support for the Canadian Labour Congress and its officers in the stand they had taken on the question.

Another question brought before the convention was a plan for the launching by the Federation of a province-wide campaign to promote subsidized public housing. The plan, which was explained in a 12-page brochure distributed to the delegates in the early stages of the convention, was approved by the meeting.

The Trusteeship

The trusteeship question was brought before the meeting in a resolution condemning the CLC for agreeing to the government trusteeship, and urging an appeal to the Prime Minister against it. The resolution, which was proposed by Local 717 of the International Association of Machinists, was supported by only a handful of the delegates, and another resolution drafted by the resolutions committee was then proposed as a substitute. This resolution read as follows:

Whereas this convention deplores in principle government trusteeship over unions, and whereas this convention is opposed even more to hoodlumism in unions, and whereas if any union is unable to keep its own house in order it must expect the intervention of third parties, however unwelcome.

Therefore be it resolved that this convention record its objection in principle to any form of government trusteeship over unions and its greater objection to the gangster tactics employed by the Seafarers' International Union, and supports the Canadian Labour Congress and its officers in their action under the circumstances.

The debate on the resolution was opened by Donald MacDonald, CLC Secretary-Treasurer, who gave a long and detailed explanation of the circumstances leading up to the imposition of the trusteeship. He described the position of the CLC officers in the matter as one of the most difficult in their experience.

"It was a matter of choosing the lesser of [the] two evils of public trusteeship or Banks. We found no choice under these circumstances."

Mr. MacDonald recounted the CLC's expulsion of the SIU for raiding, and its establishment of the Canadian Maritime Union at the request of the sailors. The CMU men were beaten, their families and their wives threatened. Canadian ships were boycotted in U.S. ports. The Canadian Government was asked to investigate, but it failed to act. Only when the tie-up of the Welland Canal occurred did the Government take action, Mr. MacDonald said.

After the Norris report recommended a public trusteeship, he continued, all attempts to arrange a private trusteeship failed, and the CLC finally had to accept the present public trusteeship.

Mr. MacDonald said the failure of negotiations for a trusteeship managed by the unions resulted from the insistence of the AFL-CIO and the United States Department of Labor on changes in the composition of the trustees and "for dilution of their powers to the point where trusteeship would have been meaningless." He defended the CLC's insistence on a predominance of Canadians on the board of trustees.

Murray Cotterill, public relations director of the United Steelworkers, said that if the Canadian union members had made it clear to their parent bodies that it was

the duty of the AFL-CIO to respect decisions taken by the CLC, there would never have been any need for government trusteeship.

He maintained that a large segment of the labour movement in the United States admitted the jurisdiction of the CLC in Canada. But unless Canadian sections of international unions got all unions to understand this, it might result in more government trusteeships.

Public Housing

The booklet on housing distributed at the convention described Canada as a backward nation in the field of public housing. It urged affiliated labour councils to sponsor housing projects for the elderly, with the aid of federal, provincial and municipal funds under the terms of the National Housing Act.

The Federation, in the booklet, commented that it was not the "down-and-outs" who needed the most consideration, but "decent, law-abiding citizens doing their utmost to eke out a respectable living with below-average earnings." If the upper limit in a definition of poverty was \$4,000 a year for a family of four, and \$2,000 for an individual, half of the population and 40 per cent of the families in Canada could be classed as living in poverty.

Although by no means all of the 40 per cent were living in bad housing, it could not be disputed, the Federation said, that thousands of families were in substandard accommodation. The only practicable alternative to marginal or slum living for these persons was a substantial subsidized public housing program, it argued.

Details of the Federation's public housing plan, which was approved by the delegates, were contained in a 10-point recommendation. The proposal called for a widespread campaign directed at members of the provincial Government, the general public, labour councils, municipal councils, schools and organizations. Speakers will be supplied to clubs and organizations on request, and the OFL will try to co-operate with interested groups such as welfare, co-operative and community planning organizations to push for action at all levels of government.

The campaign is expected to take the same form as the recent medicare drive launched by the OFL. Although executive officers of the Federation said that medicare would still be the main objective, the chief emphasis during the next few months will probably be on housing.

President's Address

The appointment of a public body of experts to survey the whole field of social security in Canada was urged by David Archer, President of the Federation. This study should be undertaken before any changes in the terms of Confederation are considered, and should be made with a view to maintaining, and if possible extending, the gains made in the 100 years since Confederation.

The scope of the survey should include pensions, housing, education, health and recreation, Mr. Archer said.

Labour had tried to take a broad and responsible view of the whole matter of welfare policy; he contended that "labour has spoken with more vision and broader perspective on medical care than any other body."

The same was true of pensions. "Many of our members already have pension programs written into their contracts, but we would like to see this type of benefit extended to everyone, not only in Ontario but right across Canada."

The OFL President charged the private insurance companies with obstructing a national pension plan, adding that the Government in Ottawa had "bowed to insurance company pressure." He said that the sensible thing was to begin with a government-sponsored, wage-related, universal portable pension plan, rather than with a privately controlled, piecemeal plan that would be taken over as a government responsibility.

Mr. Archer asserted that the present \$75 a month pension was inadequate, and that it would be increased as social attitudes toward it changed with the passing of time. "I urge every trade unionist to exert every effort to use every avenue of political pressure to make sure a proper national pension scheme is not sabotaged in the interests of the private insurance companies," he said.

Hon. Leslie Rowntree

A policy of caution in extending the province's minimum wage legislation beyond the "Golden Horseshoe" area that included Toronto, Hamilton and Oshawa was indicated by Ontario Minister of Labour Leslie Rowntree in his address to the convention.

A new minimum wage of \$1 an hour, covering male employees for the first time, came into effect on June 30; the rate for women will advance to \$1 at the end of next March (L.G., Aug., p. 723).

The Minister said that some forces within the province were pressing for the application of the \$1-an-hour minimum across the whole province. But he maintained that the matter of minimum wages required careful study in order to avoid creating problems such as, he said, had developed owing to "hasty" medical care legislation in Saskatchewan, and to Finance Minister Gordon's haste in introducing a federal budget.

The Minister warned organized labour that it must forego its "desire for retaliation" in its dealings with government if it expected to get results.

What we are trying to achieve must transcend the area of political argument. There are far too many situations arising between government and labour where retaliation has been evident on the part of labour's petitioners. There are far too many situations where this retaliation is based on some circumstance that has no relation to the question at hand. I would like to see us get rid of this desire for retaliation and realize that somehow, some place and sometime, we have to find a solution to our common problems.

This warning by the Minister of Labour was coupled with a tribute to labour for its co-operation with his department.

Resolutions

The convention's response to Mr. Rowntree's speech was to reject a resolution recommended by the resolutions committee, that called for a minimum or \$1.25 an hour, and to approve instead a minimum of \$1.50 an hour as the Federation's aim.

A resolution to amend the constitution to provide for the holding of conventions every two years, instead of annually, failed to get the two-thirds majority vote required to authorize constitutional changes. The vote was exactly equal—353 for and 353 against. A resolution in favour of elections every two years instead of each year won by 376 votes to 255 against. Again, however, the necessary two-thirds majority was not obtained.

The convention passed a resolution urging affiliated unions to try to secure a 30-hour week without loss of take-home pay. The same resolution also put a limit of 100 hours a year on the amount of overtime that might be worked. As a move in the direction of a shorter work week, the resolution asked the provincial Government to amend existing legislation to establish a basic 40-hour week in all kinds of employment.

A resolution proposing friendly overtures to all unions outside the CLC was defeated. But during the debate, the convention approved a second resolution calling for a merger of unions in each main industry

in order to further unity in Canadian labour. The first resolution, which was defeated by a narrow margin, favoured "co-operation" with organizations such as the Teamsters and the Communist-led unions. The substitute resolution, drafted by the resolutions committee, favoured co-operation and mergers only among affiliates of the OFL and the CLC.

The convention approved resolutions that urged:

- Better starting rates and proper registration or apprentices,

- More bursaries and financial aid for education,

- Improvements in Human Rights Code,

- Union label on all government printing,

- Adequate medicare plan in Ontario,

- Support for the Building Service Employees' Union in their strike at the Trenton Memorial Hospital,

- Co-operation between and eventual merger of unions in each major industry.

- Waiver of Ontario Hospital Services Commission premiums in case of unemployment.

- Adequate safety laws backed by severe penalties for violations and adequate enforcement staff.

On the last day of the convention, delegates attacked the provincial Minister of Labour and his Department in connection with the Government's policies on industrial safety, a hospital strike at Trenton, and minimum wages. Mr. Rowntree was attacked particularly for what was called his failure to implement a promise to bring in legislation at last month's special session of the Legislature to provide for compulsory arbitration in a dispute between the trustees of Trenton Memorial Hospital and the Building Service Employees' International Union, which had called its 70 members in the hospital out on strike a week before. The union had previously postponed a strike on the strength of the Minister's assurance about arbitration.

Secretary-Treasurer Doug Hamilton blamed the Minister personally for not enforcing industrial safety regulations, and for ignoring the recommendations of those concerned with safety measures. He said that the province had a good safety act, but that the Minister had not done anything to enforce it. The convention adopted a resolution urging stricter industrial safety measures.

Among a long list of resolutions not dealt with for lack of time, one of the main ones, approved by the resolutions

committee, called for endorsement of the federal Government's Canada Pension Plan in principle, "without necessarily endorsing all of its details." The resolution said that the plan should eventually be a fully-funded one. It also asked the Ontario Government to make the federal plan possible by making the necessary amendments to its own plan that had been adopted this year.

Election of Officers

David Archer was re-elected as President and Douglas Hamilton as Secretary-Treasurer. All vice-presidents were re-elected: George Barlow, William Boothroyd, Purdy Churchill, Richard Courtney, Hugh Doherty, James Dowell, M. J. Fenwick, Sam Hughes, Edward Liness, Jack Pesheau, William Punnett and George Watson.

Ontario Pension Benefits Act

First Canadian law to compel employers to establish minimum standard pension plans, Act provides for provincial control and supervision. Plan must be established by January 1, 1965

After a three-year study by a special committee on portable pensions, the Ontario government in April 1963 enacted the Pension Benefits Act, 1962-63, the first Canadian law to compel employers to establish minimum standard pension plans. The legislation also broke new ground by providing for provincial regulation of all pension plans. It established the Pension Commission of Ontario to administer the legislation and authorized the setting up of a central pension agency to handle small pension credits.

The new law, which went into force on June 1, requires every employer of a mandatory group—15 or more employees—to file by January 1, 1964, an information return in respect to any existing pension plan covering his employees, together with a copy of the plan. If he has not already done so, he must establish a standard pension plan and file a copy for approval and registration by the Pension Commission by July 1, 1964, or as soon thereafter as the Commission requires. The plan must be in operation by January 1, 1965.

Any existing pension plan for a mandatory group that does not provide the required benefits must be amended to bring it up to the prescribed standard. Any supplementary pension plan whose benefits are above the required minimum, if established for a mandatory group of 15 or more employees, also must be registered with the Pension Commission.

As well as prescribing standards for compulsory plans and for supplementary plans established for mandatory groups, the Act provides for the supervision and regulation of pension plans for non-mandatory groups (fewer than 15 employees). Every employer of a non-mandatory group covered by a pension plan is required to

file an information return by January 1, 1964, and annually thereafter, and after January 1, 1965 must maintain the solvency of such a plan in accordance with requirements to be prescribed by regulation.

Minimum Standards for Registered Plans

To qualify for registration by the Ontario Pension Commission, a standard pension plan must provide for a monthly pension, commencing not later than age 70, based on service after January 1, 1965, and on earnings up to \$400 a month. The pension must be on a scale at least as great as one of the three minimum types of plans described in the Act.

The three types of plans suggested—unit benefit, money purchase and flat rate—are the most commonly used and were chosen because the Government did not wish to disturb existing arrangements.

If a pension plan of the unit benefit type is selected, it must provide for a monthly pension of one-half of one per cent of the employee's monthly earnings up to \$400 for each year of credited service. Under a money purchase plan, the retirement benefit is to be a graduated percentage of employee earnings, not in excess of \$400 per month, plus interest, based on age and rate of contributions. To qualify for registration, a flat benefit plan must provide for a pension of at least \$2 a month for each year of eligible employment.

When introducing the legislation, the Premier said that the minimum rates of benefit were the nearest practicable equivalents, one to the other, on an annual salary of \$4,800. It has been estimated that, as the Act now stands, a person with an average annual salary of \$4,800 would

receive a pension of about \$80 a month after 40 years service and one of about \$70 after 35 years.

Because the Act is primarily concerned with retirement pensions, a standard plan is not required to provide survivors' benefits but must provide a death benefit. If an employee dies before retirement, his beneficiary must receive the total of the employee's contributions to the plan, plus interest at 3 per cent.

All members of a mandatory group must be enrolled in a standard plan if they are between the ages of 30 and 70 and have worked an average of 24 hours a week for a continuous period of six months or more. The Act expressly excludes a person aged 70 or over, and an employee who becomes a member of a mandatory group after reaching the age of 65 is not obliged to enrol in the compulsory plan.

The portability features of the Act are mainly in the standards laid down for vesting and cash withdrawal. A standard plan must provide for immediate and full vesting of the employer's contributions after the service requirements have been met, with a parallel restriction on the cash withdrawal of an employee's own contributions. In explanation of this, the Premier stated that, after January 1, 1965, an employee over 30 who changed jobs and had a service record of 18 months or more would gain the pension advantage arising from his own and his employer's contributions up to the level prescribed under one or other of the minimum plans, for all services after 1964 while he was a member of the plan.

An employee covered by a standard plan who leaves his employment before retirement age is entitled to a deferred pension, to be paid at retirement age, based on his service with the employer from January 1, 1965 until date of termination. This deferred annuity is to be provided by the purchase of an annuity at the time he leaves his employment, or by a contractual undertaking by the employer to buy or pay an annuity when the employee reaches retirement age, or by transferring the accumulated pension credits to the pension plan of his new employer or to the Central Pension Agency.

Different vesting and cash withdrawal requirements are laid down for the supplementary area, that is, pension protection in addition to the required minimum benefit, whether provided within a single plan or in a second plan.

In the supplementary area, vesting will not begin as early in life, the required service period for vesting is longer and cash withdrawal will not be restricted as early. Full vesting of an employer's contributions, for benefits above the prescribed minimum, is to commence when an employee has reached the age of 45 and has completed 10 years continuous service. Similarly, a terminating employee 45 years or over with 10 years service or more will not be permitted to withdraw any contributions he has made to the supplementary plan in respect of services after 1964. However, if the terms of the pension plan so provide, he may be granted, on termination of employment, a lump sum not exceeding 25 per cent of the commuted value of the deferred life annuity otherwise payable.

The employer is responsible for establishing a standard plan but is given the right to recover part of the contributions from his employees. The maximum that may be recovered is 50 per cent, except in the case of a money purchase plan for employees 55 years or older.

To make sure that there are sufficient assets in each pension fund to pay the promised benefits, the Act provides for funding in accordance with solvency tests to be prescribed by regulation. The preliminary draft regulations provided that standard plans must be fully funded from the outset and that the unfunded liability of supplementary plans must be liquidated over a period not exceeding 25 years.

Another aspect of solvency to be dealt with by regulation concerns pension fund investments. The draft regulations lay down restrictions on investments in the employer corporation and the real property used or occupied by it. It is expected that further restrictions on pension fund investments will be imposed when the regulations are published in final form.

Administration

The legislation is to be administered and enforced by the Pension Commission of Ontario, composed of from five to nine members appointed by the Lieutenant Governor in Council. The chief administrative officer is the Superintendent of Pensions appointed by the Commission.

The Commission is given quite broad powers. In addition to registering pension plans and enforcing standards, it is empowered to promote pension plans in the province, to engage in research in the pension field and to establish or support an

(Continued on page 1136)

Employment and Unemployment, November

Employment followed the usual seasonal pattern between October and November, falling 80,000 during the month to an estimated 6,496,000. But the increase in unemployment, up by 38,000 to 303,000, was a smaller-than-seasonal rise.

Compared with a year earlier, employment was up 226,000, or 3.6 per cent, and unemployment was down 39,000.

Unemployment in November represented 4.5 per cent of the labour force, compared with 5.2 per cent a year earlier, and 5.4 per cent two years ago. In October the rate was 3.9.

Seasonally adjusted, the unemployment rate, at 5.1 per cent, was at its lowest since the summer of 1957.

The labour force, at 6,799,000, showed an increase of 2.8 per cent over the year.

Employment

After an above-average increase in the previous month, employment in non-farm industries declined seasonally by 33,000 between October and November. With completion of harvesting operations, employment in agriculture decreased by 47,000.

Total employment in November was 3.6 per cent higher than a year earlier, compared with an average annual increase over the past decade of 2.1 per cent.

Employment increases continued to be mainly in the service, manufacturing, trade and construction industries. There was no appreciable change in other industries.

Employment of young people in recent months has shown a significant increase over a year earlier. In November, 583,000 persons aged 14 to 19 years were employed, 50,000 more than in November 1962. In the 20-24 age group, 811,000 had jobs, an increase of 41,000 over the year.

Employment was up considerably from the previous year in all regions except the Atlantic region, where employment was unchanged. The largest percentage increases were in Quebec and British Columbia, 4.8 per cent in both regions.

Unemployment

Unemployment rose from 265,000 to 303,000 between October and November, a relatively small increase for this time of year. The increase was virtually all among men.

Of the 303,000 unemployed, some 227,000 had been unemployed for three months or less. An estimated 34,000 had been seeking work for from four to six months and 42,000 for seven months or more.

Unemployment rates were lower than a year ago in all five regions. Regional unemployment rates, expressed as percentages of the labour force, were as follows in November: Atlantic 7.5, Quebec 5.8, Ontario 3.0, Prairie 3.1, and British Columbia 5.8. The regional rates in November 1962 were: Atlantic 8.9, Quebec 6.7, Ontario 3.4, Prairie 3.8, and British Columbia 6.5.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	Nov. 1963	Nov. 1962	Nov. 1963	Nov. 1962	Nov. 1963	Nov. 1962	Nov. 1963	Nov. 1962
Metropolitan.....	2	2	7	9	3	1	0	0
Major Industrial.....	2	4	19	19	5	3	0	0
Major Agricultural.....	1	0	6	9	7	5	0	0
Minor.....	3	7	36	39	19	12	0	0
Total.....	8	13	68	76	34	21	0	0

CLASSIFICATION OF LABOUR MARKET AREAS—NOVEMBER

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	ST. JOHN'S ← VANCOUVER-NEW WESTMINSTER- MISSION CITY ←	Calgary EDMONTON ← HALIFAX ← MONTREAL ← Quebec-Levis WINDSOR (Leamington) ← WINNIPEG ←	→HAMILTON Ottawa-Hull Toronto	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricul- tural activity)	CORNER BROOK ← Lac St. Jean	Cornwall Farnham-Granby FT. WILLIAM- PT. ARTHUR ← Joliette KINGSTON ← Moncton NEW GLASGOW ← Niagara Peninsula → OSHAWA PETERBOROUGH ← Rouyn-Val d'Or Saint John SARNIA ← Shawinigan Sherbrooke SUDBURY ← Sydney Tres Rivieres Victoria	Brantford Guelph Kitchener London Timmins-Kirkland Lake	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	THETFORD-LAC MEGANTIC AND VILLE ST. GEORGES ←	BARRIE ← CHARLOTTE- TOWN ← LETHBRIDGE ← PRINCE ALBERT ← RED DEER ← Riviere du Loup	Chatham Brandon Moose Jaw North Battleford Regina Saskatoon Yorkton	
MINOR AREAS (labour force 10,000 to 25,000)	BATHURST ← Prince George- Quesnel ST. STEPHEN ←	BEAUHARNOIS ← BRIDGEWATER ← Campbellton CENTRAL VAN- COUVER ISLAND ← Chilliwack CRANBROOK ← Dawson Creek Drummondville BELLEVILLE- TRENTON ← BRACEBRIDGE ← DAUPHIN ← EDMUNDSTON ← FREDERICTON ← Gaspé GRAND FALLS ← KAMLOOPS ← LACHUTE-STE. THERESE ← MONTMAGNY ← MEDICINE HAT ← NEWCASTLE ← Okanagan Valley PEMBROKE ← Prince Rupert QUEBEC NORTH SHORE ← Rimouski Ste. Agathe- St. Jerome St. Jean SAULT STE. MARIE ← Sorel Valleyfield Victoriaville WOODSTOCK, ← N.B. Lindsay SUMMERSIDE ← TRURO ← YARMOUTH ←	Brampton Drumheller Galt Goderich Kentville Kitimat Listowel North Bay Owen Sound Portage la Prairie St. Hyacinthe St. Thomas Simcoe Stratford SWIFT CURRENT ← Trail-Nelson Walkerton WEYBURN ← Woodstock-Tillsonburg	

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 491, June issue.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Total civilian labour force (a)</i>.....(000)	November	6,799	- 0.6	+ 2.8
Employed.....(000)	November	6,496	- 1.2	+ 3.6
Agriculture.....(000)	November	613	- 7.1	+ 2.7
Non-agriculture.....(000)	November	5,883	- 0.6	+ 3.7
Paid workers.....(000)	November	5,356	- 1.1	+ 3.5
At work 35 hours or more.....(000)	November	4,745	+22.5	- 6.2
At work less than 35 hours.....(000)	November	1,575	-37.4	+47.5
Employed but not at work.....(000)	November	176	- 6.9	+22.2
Unemployed.....(000)	November	303	+14.3	-11.4
Atlantic.....(000)	November	45	+ 9.8	-16.7
Quebec.....(000)	November	111	+11.0	-10.5
Ontario.....(000)	November	75	+13.6	- 8.5
Prairie.....(000)	November	36	+38.5	-16.3
Pacific.....(000)	November	36	+12.5	- 7.7
Without work and seeking work.....(000)	November	286	+13.0	-11.7
On temporary layoff up to 30 days.....(000)	November	17	+41.7	- 5.6
<i>Industrial employment (1949=100)</i>	September	130.1	- 0.1	+ 2.8
Manufacturing employment (1949=100).....	September	120.3	+ 0.3	+ 2.3
<i>Immigration</i>	1st. 9 mos.	{ 69,344	—	+22.6
Destined to the labour force.....	1963	{ 34,730	—	+21.8
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	November	44	-45.7	-10.2
No. of workers involved.....	November	6,193	-75.1	-35.3
Duration in man days.....	November	51,020	-63.3	-33.5
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.)....	September	\$84.02	+ 0.9	+ 3.2
Average hourly earnings (mfg.).....	September	\$ 1.94	+ 0.5	+ 3.2
Average hours worked per week (mfg.).....	September	41.3	+ 1.0	- 0.2
Average weekly wages (mfg.).....	September	\$30.27	+ 1.8	+ 3.4
Consumer price index (1949=100).....	November	134.0	+ 0.3	+ 1.6
Index numbers of weekly wages in 1949 dollars (1949=100).....	September	143.9	+ 1.6	+ 1.8
Total labour income.....\$000,000.	September	1,899.3	+ 1.2	+ 6.7
<i>Industrial Production</i>				
Total (average 1949=100).....	October	206.2	+ 0.9	+ 5.5
Manufacturing.....	October	184.6	+ 1.2	+ 5.4
Durables.....	October	184.6	+ 1.8	+ 5.0
Non-durables.....	October	184.5	+ 0.7	+ 5.7
<i>New Residential Construction (b)</i>				
Starts.....	November	12,312	+10.9	+21.9
Completions.....	November	10,231	- 5.7	- 9.1
Under Construction.....	November	72,318	+ 2.9	+18.0

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

Design of Work for the Disabled

Book in series on ergonomics for industry discusses fitting the job to the worker—ergonomics—when worker is handicapped

Design of Work for the Disabled, the third of a series of booklets designed as guides to the industrial application of ergonomics research, discusses how to fit the job to the disabled worker. The author, Dr. Stephen Griew, is a lecturer in psychology at the University of Bristol.

The series, "Ergonomics for Industry," is prepared jointly by the University's Department of Scientific and Industrial Research, Information Division, and Warren Spring Laboratory, Stevenage, Herts., England.

"Ergonomics" is a word coined to describe the activities of biologists and engineers who seek to apply information about human performance to problems of work design.

"A distinction must be made," Dr. Griew writes, "between a disability, in the purely medical sense, and a handicap, in the purely occupational sense. Many badly disabled people are well able to do their jobs.

"In order to decide whether a physical disability is also an occupational handicap, it is vital to know precisely what limitations it places upon the person suffering from it and about the demands of the jobs upon which he may be employed."

The author tells of a wages clerk of 48 who, as a result of a car accident, lost his right arm below the elbow. His employers thought he was no longer able to do his job and offered him a job as a messenger, with the alternative of taking a small pension and leaving the firm altogether. Actually the man was left-handed and, fitted with an artificial hand, was entirely able to carry on with his old job. This is an example of a severe physical disability that is, in fact, not an occupational handicap or, at most, a slight one.

Many firms are coming to realize this distinction and are keeping detailed records of the physical demands of every job in their factories and regularly assess the capacities of all employees. They are convinced that this pays dividends in terms of lower labour costs, increased productivity, reduced labour turnover and absenteeism, especially where their disabled workers are concerned, says Dr. Griew.

The booklet goes on to discuss the temporary nature of some handicaps and the part industry may place in helping the disabled worker to make a complete recovery. The author believes it is well worth while to provide an opportunity for the worker to work at reduced capacity for a while and to accept special exercises and treatment that will eventually return him to full efficiency.

In the case of those with permanent disabilities, however, some additional action is required. Dr. Griew suggests two obvious solutions:

1. Look for a job that is within the worker's limited capacity, which means guiding him into alternative employment and giving him training for the new work; in many cases this requires a big adjustment for the disabled worker and also throws aside the years of experience of the mature worker.

2. Modify the job so that it is no longer beyond his limited capabilities—the ergonomic approach. In some cases this course may be impracticable but in the great majority of cases it is entirely possible.

The booklet then goes on to give some examples of fitting the job to the handicapped worker, such as fitting cars with hand controls where the problem is limited movement of the lower limbs. This same principle has been used in a factory in Holland where a group of girls, all paralyzed from the waist down, are employed operating presses normally operated by use of the feet. Many jobs that are normally done standing can be performed sitting just as efficiently if a properly designed stool is provided.

In Norway, a firm hired a group of girls whose finger dexterity was unimpaired but who had previously been considered incapable of typing because of very limited arm movement and control. By means of slings suspended from the ceilings with a system of pulleys, weights and counter balances, the girls were given support for their weakened arm muscles and have become efficient typists, keeping that firm's typing pool fully manned.

(Continued on page 1119)

Regulations Approved for Older Worker Employment and Training Incentive Program

Regulations specify how employer can find out whether job he plans to offer qualifies for incentive, and how worker can get determination whether he meets conditions for incentive

Regulations under which the older worker employment and training incentive program (L.G. Sept. 1963, p. 791) will operate were approved by P.C. 1963-1673 of November 14. Under this program, the Government will pay a monthly incentive to employers who hire certain eligible older workers between November 1, 1963 and January 31, 1964.

The regulations specify that an employer may apply to his nearest National Employment Office to find out whether a job he has to offer is "employment in respect of which an incentive may be paid" under the regulations, or whether a particular worker is eligible.

The employment must be insurable employment under the Unemployment Insurance Act or employment that would be insurable except for the limit on rate of earnings (\$5,460 a year). It may not be employment of casual, part-time or seasonal nature, or a job where the shift, workday or workweek is shorter than that normally worked in the establishment.

In order to ensure that the program does not result in displacement of workers, it may not be a job that was filled during the period from September 1, 1963 to the date the worker was hired.

Other Conditions

Other conditions for the incentive are that the employer provide training designed to assist the worker to continue in gainful employment and that the employment must be for a period of at least three months. Where, however, a worker in respect of whom an incentive might be paid is replaced by another such worker, the required three months of employment begin from the date on which the first worker was hired.

The incentive is payable only in respect of a worker over 45 years of age hired between November 1, 1963 and January 31, 1964, who, immediately prior to being hired, was not employed full-time, and who was not eligible to receive regular benefits under the Unemployment Insurance Act.

The worker must not be in receipt of a pension under the Old Age Security Act

or any other retirement pension equal to or greater than the universal old age pension. He must have been unemployed for six of the preceding nine months.

The fact of unemployment may be established either by having been registered for employment with the National Employment Service during the period, by the fact of being in receipt of public welfare assistance, or by other evidence by which the Minister of Labour is assured that the person was capable of and available for work and unable to obtain suitable employment. A worker may apply to the National Employment Office nearest the place where he resides for a preliminary determination as to whether he meets the conditions for the incentive.

Notwithstanding any preliminary determinations in regard to the job or the worker, the Minister may pay an incentive only if the conditions are met at the time the application is made.

Employment with any level of Government, or with a business enterprise owned or operated by a Government, is expressly excluded.

Amount of Incentive

The amount of monthly incentive payable is 50 per cent of the monthly wage paid to the worker or \$75, whichever is the lesser amount.

The period for which an incentive may be paid is limited to 12 months in the aggregate for any worker and the incentive is payable in respect only of applications for an incentive received before March 31, 1965. It is not payable in respect of more than one member of a family (defined as persons related by blood or marriage who live in the same family housing unit) for the same period.

The regulations provide for the establishment of an incentive review committee, composed of three officers of the Department of Labour or officers responsible to the Minister under the Unemployment Insurance Act. This committee will review any application rejected by a National Employment Service officer if the applicant requests that the matter be referred to the committee.

Status of Women in the United States

President's Commission on the Status of Women submits report including recommendations aimed at greater development of women's potential and fuller use of their present abilities

"Greater development of women's potential and fuller use of their present abilities" are the objects of the recommendations of the President's Commission on the Status of Women in its report* submitted to President Kennedy on October 11, the birthday of the late Eleanor Roosevelt, who as Chairman of the Commission had actively participated in its early sessions.

The 20 members of the Commission, appointed by President Kennedy on December 14, 1961 to study inequities in the status of women and to stimulate action to correct them, were drawn from the fields of education, labour and women's organizations. The heads of five interested departments of the United States Government were also members.

The Commission found that the social climate in which women live, often reinforced by outmoded laws and discriminatory employment practices, tends to limit their status. It made clear that their advancement depended on over-all development—economic, educational and legislative—within society. At the same time the Commission placed responsibility on women to improve their own status. Appended to the Report is a historical section, "American Women To-day," describing major changes affecting women's lives in the period 1900 to 1960.

Education was recognized as the key to improvement of all aspects of women's position. "Nothing the Commission can recommend to meet the special needs of women is of greater importance than improvement in the quality of early education available to all of the nation's youth". In addition to good basic instruction, education for girls in consumer and family responsibilities was advocated.

For the mature woman whose education was interrupted for economic necessity or because of family responsibilities, emphasis was placed upon the need of broad and flexible programs of continuing education adapted to individual needs. Such programs should range from schooling for the person unable to read to refresher courses for the

university graduate who has fallen behind in her speciality. Vocational training for women who had not been trained for fields being newly opened up should be included, and also courses for those who wish to make constructive use of leisure.

The pressing need for skilled and imaginative counselling services was also stressed. These should help girls and women to find out what possibilities exist, to reach decisions and to take steps to carry them through.

The Commission saw the improvement of the position of women in the labour force as central to raising women's status, and it recommended that equal opportunity for women in hiring, training and promotion should be the governing principle in all employment. "Where the Federal Government is itself the employer, its hiring and promotion practices can become a showcase for equal employment opportunity without discrimination of any kind." The Commission pointed out that "inflexibility with regard to part-time employment in most current hiring systems excluded the use of much able and available trained womenpower". It advocated paid maternity leave or comparable insurance benefits for all women workers.

Because millions of low-paid workers are not covered by Federal or State wage and hour legislation, the Commission stated that Federal and State labour laws should be extended to all types of employment to provide adequate minimum wage levels and to require premium pay for overtime. State laws should protect the right of all workers to join unions of their own choosing and to bargain collectively. States that have not yet adopted laws establishing the principle of equal pay for comparable work should do so.

The Commission placed major emphasis on the need for more and better child-care services in all communities. It also called for more adequate tax deductions for child-care expenses of working mothers.

To carry out its proposals, the Commission asked the President to appoint an inter-departmental committee under the chairmanship of a Cabinet officer and to establish an advisory citizens' committee to evaluate progress and stimulate action.

* *American Women*. Report of the President's Commission on the Status of Women, 1963. Superintendent of Documents, Washington, D.C. \$1.25 per copy.

Collective Bargaining Scene

Agreements covering 500 or more employees,
excluding those in the construction industry

Part I—Agreements Expiring During December 1963 and January and February 1964 (except those under negotiation in November)

Company and Location	Union
Bindery room employers, Toronto, Ont.	Bookbinders (AFL-CIO/CLC)
Consolidated Mining & Smelting, Kimberley & Trail, B.C.	Mine, Mill & Smelter Wkrs. (Ind.)
Dominion Textile, Montmorency, Sherbrooke, Magog & Drummondville, Que.	Textile Federation (CNTU)
Dominion Textile, Montreal, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Dupuis Freres, Montreal, Que.	Commerce Empl. Federation (CNTU)
Glove Mfrs. Assn., Loretteville, Montreal, St. Raymond & St. Tite, Que.	Clothing Wkrs. Federation (CNTU)
Hamilton General Hospitals, Hamilton, Ont.	Public Empl. (CLC)
Hospitals (10), Montreal & district, Que.	Service Empl. Federation (CNTU)
International Nickel, Thompson, Man.	Mine, Mill & Smelter Wkrs. (Ind.)
Miramichi River ports shippers, N.B.	Miramichi Trades & Labour (Ind.)
Moirs Limited & Moirs Sales, Halifax, N.S.	Teamsters (Ind.) & Bakery Wkrs. (CLC)
Montreal Cottons, Valleyfield, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Northern Electric, London, Ont.	Empl. Assn. (Ind.)
Royal Victoria Hospital, Montreal, Que.	Bldg. Service Empl. (AFL-CIO/CLC)
Vancouver Police Commissioners Board, Vancouver, B.C.	B.C. Peace Officers (CLC)

Part II—Negotiations in Progress During November

Bargaining

Company and Location	Union
Acme, Borden's & other dairies, Toronto, Ont.	Teamsters (Ind.)
Assn. Patronale des Inst. Religieuses (5 hospitals), St. Hyacinthe & other centres, Que. ..	Service Empl. Federation (CNTU)
Assn. Patronale des Mfrs. de Chaussures, Quebec, Que.	Leather & Shoe Wkrs. Federation (CNTU)
Bowater's Nfd. Pulp & Paper, Corner Brook, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
Cdn. General Electric, Guelph, Peterborough & Toronto, Ont.	U.E. (Ind.)
Cdn. Marconi, Montreal, Que.	Salaried Empl. Assn. (Ind.)
Cdn. Steel Foundries, Montreal, Que.	Steel & Foundry Wkrs. (Ind.)
Cdr. Vickers, Montreal, Que.	Metal Trades' Federation (CNTU)
CNR, system-wide	Trainmen (AFL-CIO/CLC)
CNR & Ontario Northland Railway	Railway, Transport & General Wkrs. (CLC)
CNR, CPR & other railways	14 unions (non-operating empl.)
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (maintenance empl.)
CPR, system-wide	Trainmen (AFL-CIO/CLC)
Crane Limited, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Davie Shipbuilding, Lauzon, Que.	Metal Trades' Federation (CNTU)
G. T. Davie & Sons, Lauzon, Que.	Metal Trades' Federation (CNTU)
Dominion Corset, Quebec, Que.	Empl. Assn. (Ind.)
Dominion Oilcloth & Linoleum, Montreal, Que.	CNTU-chartered local
Dominion Steel & Coal, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Toronto & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO-CLC)
Dress Mfrs. Guild (Sportswear Div.), Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Eastern Canada Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	I.B.E.W. (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Handbag Mfrs. Council, Montreal, Que.	Leather & Plastic Wkrs. (AFL-CIO/CLC)
Hollinger Gold Mines, Timmins, Ont.	Steelworkers (AFL-CIO/CLC)
Kelly, Douglas & Co., Vancouver & other centres, B.C.	Empl. Assn. (Ind.)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Marine Industries, Sorel, Que.	Metal Trades' Federation (CNTU)
Maritime Tel. & Tel. & Eastern Electric, company-wide	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
Maritime Tel. & Tel., company-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)

Company and Location	Union
Nfld. Employers' Assn., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)
Northwestern Utilities & Cdn. West. Natural Gas, Alta.	Empl. Benefit Assn. (Ind.) & Empl. Welfare Assn. (Ind.)
Ottawa City, Ont.	Public Empl. (CLC)
Ottawa Transportation Commission, Ottawa, Ont.	Street Railway Empl. (AFL-CIO/CLC)
Polymer Corp., Sarnia, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Quebec Hydro-Electric Commission, Montreal and other centres, Que.	Public Empl. (CLC) (outside empl.)
Regina General Hospital, Regina, Sask.	Public Empl. (CLC)
Smith & Stone, Georgetown, Ont.	Mine Wkrs. (Ind.)
Soo-Security Motorways, Ont., Man., Sask. & Alta.	Teamsters (Ind.)
St. Lawrence Seaway Authority	Railway, Transport & General Wkrs. (CLC)
TCA, company-wide	Sales Empl. (Ind.)
Toronto Board of Education, Toronto, Ont.	Public Empl. (CLC) (assistant caretakers)
Toronto Transit Commission, Toronto, Ont.	Street Railway Empl. (AFL-CIO/CLC)
Toronto Western Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
University Hospital, Saskatoon, Sask.	Building Service Empl. (AFL-CIO/CLC)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside empl.)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Vancouver General Hospital, Vancouver, B.C.	Public Empl. (CLC)
Winnipeg City, Man.	Fire Fighters (AFL-CIO/CLC)
Winnipeg Metro., Man.	Public Empl. (CLC)
Winnipeg Metro. (Transit Dept.), Man.	Street Railway Empl. (AFL-CIO/CLC)

Cconciliation Officer

CBC, company-wide	Public Empl. (ARTEC) (CLC)
Cyanamid of Canada, Welland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Domil Limited, Sherbrooke, Que.	Textile Federation (CNTU)
Dominion Steel & Coal, Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
McIntyre Porcupine Mines, Schumacher, Ont.	Steelworkers (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont.	U.E. (Ind.)
Wabasso Cotton, Grand'Mere, Shawinigan & Three Rivers, Que.	United Textile Wkrs. (AFL-CIO/CLC)

Cconciliation Board

CBC, company-wide	Broadcast Empl. (AFL-CIO/CLC)
Denison Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
DuPont of Canada, Maitland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Manitoba Hydro	I.B.E.W. (AFL-CIO/CLC)
Shipbuilders (various), Vancouver & Victoria, B.C.	Various unions.

Post-Conciliation Bargaining

Council of Printing Industries, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)
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Arbitration

Assn. Patronale des Services Hospitaliers (5 hospitals), Drummondville & other centres, Que.	Service Empl. Federation (CNTU)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Hospitals (13), Montreal & other centres, Que.	Service Empl. Federation (CNTU) (registered nurses)
Quebec Natural Gas, Montreal, Que.	Chemical Wkrs. (AFL-CIO/CLC)

Work Stoppage

(No cases during November)

Part III—Settlements Reached During November 1963

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

BELL TELEPHONE, QUE. & ONT.—CDN. TELEPHONE EMPL. (IND.) (CLERICAL & ASSOCIATED EMPL.): 1-yr. agreement covering 8,100 empl.—wage increases of \$1 to \$2.75 a wk., depending on grades and localities of empl., on top rates eff. Nov. 24, 1963; wage increases of \$1.50 to \$2.25 a wk., depending on grades and localities of empl., on starting rates of most classifications and of \$1.50 to \$4.50 a wk. on starting rates of one classification eff. Nov. 24, 1963; empl. required to work overtime which does not immediately precede or continue after his scheduled work day will receive a minimum of half-day's ($3\frac{1}{2}$ hrs.) pay; agreement to expire Nov. 30, 1964.

BELL TELEPHONE, QUE. & ONT.—CDN. TELEPHONE EMPL. (IND.) (COMMUNICATIONS SALESMEN): 1-yr. agreement covering 500 empl.—wage increases of \$18 a mo. on top rates in all localities eff. Dec. 5, 1963 and of \$6 a mo. in localities other than Montreal, Toronto and Windsor eff. June 4, 1964; agreement to expire Nov. 30, 1964.

BELL TELEPHONE, QUE. & ONT.—CDN. TELEPHONE EMPL. (IND.) (CRAFT & SERVICES EMPL.): 1-yr. agreement covering 9,800 empl.—wage increases of \$2.25 to \$3.50 a wk., for craft empl. depending on localities and classes of empl., on top rates eff. Nov. 24, 1963; wage increases of up to \$3 a wk. on starting rates eff. Nov. 24, 1963; agreement to expire Nov. 30, 1964.

BELL TELEPHONE, QUE. & ONT.—TRAFFIC EMPL. (IND.): 15-mo. agreement covering 8,500 empl.—wage increases of \$1.25 to \$2.50 a wk., for traffic operators depending on localities of empl., on top rates eff. Nov. 24, 1963; minimum of one-half day's pay for call-in; top rate for operators in Montreal, Toronto and Windsor \$69 a wk.; agreement to expire Feb. 24, 1965.

BELT MFRS. (20 EMPLOYERS), MONTREAL, QUE.—LADIES' GARMENT WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 500 empl.—wage increases of 5¢ an hr. eff. Oct. 14, 1963 and 5¢ an hr. eff. Sept. 1, 1964; 4 paid holidays (formerly 3 paid holidays); agreement to expire Aug. 31, 1966.

CDN. KODAK & CDN. KODAK SALES, MOUNT DENNIS, ONT.—CHEMICAL WKRS. (AFL-CIO/CLC): wage increases of 5¢ to 10¢ an hr. arising from mid-term wage reopener provided for in 2-yr. agreement covering 760 empl.; rate for general labourer \$1.94 an hr.; agreement to expire Nov. 7, 1964.

CYANAMID OF CANADA, NIAGARA FALLS, ONT.—U.E. (IND.): 1-yr. agreement covering 500 empl.—settlement pay of \$20; wage increases of 4¢ to 9¢ an hr. eff. Nov. 8, 1963; premium for lead hands increased to 10¢ an hr. (formerly 7¢ an hr.); differential for acting foreman increased to 25¢ an hr. (formerly 10¢ an hr.); rate for labourer \$2.02 an hr.; agreement to expire Oct. 31, 1964.

DOMTAR PULP & PAPER (KRAFT & BOXBOARD DIV.), WINDSOR, QUE.—PULP & PAPER WKRS. FEDERATION (CNTU): 1-yr. agreement covering 1,000 empl.—general wage increase of 3¢ an hr. retroactive to May 1, 1963; evening and night shift premiums increased to 6¢ and 11¢ respectively (formerly 5¢ and 10¢); employer contribution toward sickness insurance increased to \$5.95 a mo. (formerly \$2.95); improvements in group life insurance plan; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); rate for labourer \$1.95 an hr.; agreement to expire April 30, 1964.

DRYDEN PAPER, DRYDEN, ONT.—PAPERMAKERS (AFL-CIO/CLC) & PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 700 empl.—general wage increase of 3¢ an hr. eff. Jan. 1, 1965; classification adjustment of 3¢ an hr. for skilled trades; evening and night shift premiums increased to 8¢ and 11¢ respectively (formerly 7¢ and 10¢); improvements to pension plan; increased company contributions toward welfare plans; 4 wks. vacation after 20 yrs. of service (formerly after 23 yrs.); rate for labourer \$2.01 an hr.; agreement to expire Dec. 31, 1965.

DUPONT OF CANADA, SHAWINIGAN, QUE.—CELLULOSE WKRS. ASSN. (IND.): 2-yr. agreement covering 500 empl.—plan for automatic rates adjustment based on comparisons of wages at C.I.L., Shawinigan Chemicals and Cdn. Carborundum to be continued; rate for labourer \$2.19 an hr.; agreement to expire Nov. 10, 1965.

EMPLOYING PRINTERS' ASSN., MONTREAL, QUE.—BOOKBINDERS (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—wage increases of 10¢ an hr. retroactive to May 1, 1963, 6¢ an hr. eff. Feb. 1, 1964 and 5¢ an hr. eff. Nov. 1, 1964 for male empl.; wage increases of 8¢ an hr. retroactive to May 1, 1963, 6¢ an hr. eff. Feb. 1, 1964 and 6¢ an hr. eff. Nov. 1, 1964 for female empl.; 3 wks. vacation after 8 yrs. of service in 1964 (at present after 10 yrs.) and after 6 yrs. of service in 1965; non-contributory pension plan for male empl. to be established; employers to pay \$1.50 a wk. per empl. into contributory welfare plan comprising life insurance, accidental death and dismemberment insurance, supplementary hospital insurance, major medical and surgical coverage and weekly indemnities; rate for day journeyman will be \$2.91 an hr. and rate for day journeywoman \$1.66 an hr. on Nov. 1, 1964; agreement to expire April 30, 1965.

NEW BRUNSWICK ELECTRIC POWER COMMISSION, PROVINCE-WIDE—I.B.E.W. (AFL-CIO/CLC): 2-yr. agreement covering 550 empl.—wage increases of 4% retroactive to April 1, 1963 and 4% eff. April 1, 1964; employer to pay present cost of supplementary hospitalization and of Blue Cross-Blue Shield comprehensive plan, with any future increase in premiums being paid by empl.; after 6 mo. of continuous service, empl. will accumulate sick leave credits at the rate of 1½ working days for each mo. of service up to a maximum of 6 mo. (formerly 1 day's pay for each mo. of service for first 12 mo. of employment and thereafter 12 days' pay during sickness in a calendar yr.); rate for labourer on April 1, 1964 will be \$243.50 a mo.; agreement to expire March 31, 1965.

ONTARIO PAPER, THOROLD, ONT.—PAPERMAKERS (AFL-CIO/CLC) PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 2-yr. agreement covering 870 empl.—no general wage changes; classification adjustment of 3¢ an hr. for skilled trades retroactive to May 1, 1963; 4 wks. vacation after 20 yrs. of service (formerly after 24 yrs.); employer to pay premiums for hospital and medical-surgical insurance; weekly sickness and disability benefit to be approximately 65% of normal earnings with employer contributing \$1.50 a mo. per empl. (formerly \$1.25) toward plan; retirement income to be 1.6% of earnings from July 1, 1944 to Dec. 31, 1962, 1.75% of earnings from Jan. 1, 1963 to June 30, 1964 and 2% of earnings from July 1, 1964; rate for labourer \$2.03 an hr.; agreement to expire April 30, 1965.

OTTAWA CIVIC HOSPITAL, OTTAWA, ONT.—PUBLIC EMPL. (CLC): arbitration award establishing 2-yr. agreement covering 1,250 empl.—general wage increases of \$2.75 a wk. retroactive to Jan. 1, 1963 and \$1.25 a wk. eff. Jan. 1, 1964; additional wage increase of \$1.50 a wk. for laundresses; union and hospital to carry out job evaluation from Nov. 1, 1963 to June 30, 1964 with hospital setting aside \$1.50 a wk. per empl. from Jan. 1, 1964 to correct inequities revealed by job evaluation or to be applied as a further general wage increase eff. Jan. 1, 1964; agreement to expire Dec. 31, 1964.

QUEBEC CARTIER MINING, PORT CARTIER & LAC JEANNINE, QUE.—STEELWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 1,600 empl.—wage increases of 7¢ an hr. retroactive to May 1, 1963, 7¢ an hr. eff. May 1, 1964 and 7¢ an hr. eff. May 1, 1965; increment between job classes to be increased to 7¢ (at present 6.9¢) eff. May 1, 1964; rate for job class on May 1, 1965 will be \$2.28 an hr.; agreement to expire Oct. 24, 1965.

REGENT KNITTING MILLS ST. JEROME, QUE.—TEXTILE WKRS. UNION (AFL-CIO/CLC): 3-yr. agreement covering 530 empl.—wage increases of 4¢ an hr. eff. July 11, 1963, 5¢ an hr. eff. July 11, 1964 and 5¢ an hr. eff. July 11, 1965; additional classification adjustments; work week to be reduced from 49 to 48 hrs. eff. July 1964 and to 45 hrs. eff. July 1965 with maintenance of pay for some empl.; work week to be reduced from 48 to 47½ hrs. eff. July 1964 and to 46½ hrs. eff. July 1965 with maintenance of pay for other empl.; present 45-hr. wk. to remain in effect for the remainder of the empl. in the bargaining unit; 3 wks. vacation after 18 yrs. of service during first yr. of agreement, after 17 yrs. of service during second yr. of agreement and after 16 yrs. of service during third yr. of agreement; hiring rate for male empl. \$1.098 an hr.; agreement to expire July 11, 1966.

TCA, COMPANY-WIDE—AIR LINE FLIGHT ATTENDANTS (CLC): 20-mo. agreement covering 700 empl.—wage increases of 2½% retroactive to Aug. 1, 1963 and 2½% eff. April 1, 1964; agreement to expire March 31, 1965.

New Year Message, Minister of Labour

(Continued from page 1072)

There has been a responsible and realistic approach by labour and management at the bargaining table. I confidently expect that this same approach will be maintained in the months ahead. It is clear that new relationships are evolving between labour and management, based on a recognition that the broad problems being faced today can be solved only by closer consultation and more continuing discussions along the line of the industry, area and national labour-management conferences encouraged by government and other bodies during the past year.

Labour and management are finding that they must actively plan to meet the human problems that have arisen and will arise from automation and technological change, and the Government has promised technical and financial assistance in these efforts.

We can look forward to 1964 with confidence. There is every reason to believe that the current economic improvements, which has been gaining momentum in recent months, will carry over into the new year.

My very best wishes to all for 1964.

TEAMWORK in INDUSTRY

Labour and management today have got to "play the game square with each other" if they want to make industry successful, says Joseph Corbett, formerly general chairman of the Brotherhood of Railway Carmen and until recently a vice-chairman of the London (Ontario) Transportation Commission. Mr. Corbett is 81 years old.

"They have a joint responsibility for maintaining an industry," he insisted during an interview recently. "Labour and management owe each other a lot. If they sincerely want to get anywhere, they've got to learn to be fair and helpful to each other."

Mr. Corbett suggested it was high time labour and management "got down to the meat in the coconut." They should go after the big problems like production—and how an industry is threatened by foreign competition, he said. It is management's responsibility to introduce such topics for discussion with labour.

He urged labour to discuss labour-management subjects at union meetings and then to take their findings to joint consultation meetings at the plant level for further discussion with management. Management's greatest need is to be sincere and willing to take labour into its confidence. "Neither side is doing enough. Both are too complacent, drifting. They have the responsibilities of joint leadership, joint partnership, and they are failing it."

Mr. Corbett was especially critical of the big automobile manufacturers and the unions associated with them. "They are making a big mistake in not practising joint consultation," he continued. "They need it badly in an industry which has such an effect on the entire economy. They should be setting an example to the rest of Canada in their labour relations thinking. But they're not. They're behind everyone else."

For the federal Department of Labour, Mr. Corbett had only praise: "The Labour Department has been a great help to both labour and management in this country. Any fair-minded man will admit this." However, the Labour-Management Com-

mittee area conferences sponsored by the department "worry" him. "There's too much talk by persons who are not experienced in dealing with the real problems," he declared. "They don't get down to brass tacks." He thinks that the conferences end up as friendly gatherings for exchanges of pleasantries. The conferences are too large, he says, and too short for the delegates to delve into crucial problems.

As for the future, Mr. Corbett urged reasonableness by unions and management. He deplored the use of force and violence. "All force ever did was embitter everyone to the point of making progress difficult in the future." In its place he recommended "talk and persuasion."

Joe Corbett had his first full-time job when he was 12 years old. He served with the British Army in the Boer War and later in India. In 1909 he started working in the London carshops of the Grand Trunk Railway, and was present when the railway signed its first working agreement in 1917. Two years later he went on the road as union grievance man for some 8,000 carmen.

Mr. Corbett stated that Canada's "first trail-blazing step" toward labour-management co-operation was taken nearly 40 years ago under the guidance of Sir Henry Thornton, first president of the newly organized Canadian National Railways. "It was one of the first, if not the first, union-management movements on this continent," he declared.

The organization represented eight shop trades unions: railway carmen, machinists, boilermakers, blacksmiths, electricians, sheetmetal workers, plumbers, steamfitters and moulders. Its purpose was to deal with all subjects of mutual interest outside of wage agreements and matters involving managerial authority and responsibility. Local and regional labour-management committees were set up throughout the railways' system. One significant system conference was held in 1928 when the CNR's hourly paid employees received one week's vacation with pay—a move which had a far-reaching effect on Canadian industry in general.

Mr. Corbett retired as general chairman of the Brotherhood of Railway Carmen in 1947. Three years later he was appointed to the three-man London Transportation Commission as financial secretary. He retired last June 30 after serving as vice-chairman for the past five or six years.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during October. The Board issued six certifications designating bargaining agents, ordered two representation votes and rejected three applications for certification. During the month the Board received five applications for certification, one application for revocation of certification, and allowed the withdrawal of one application for certification.

Applications for Certification Granted

1. International Brotherhood of Electrical Workers, Local Union 2085, on behalf of a unit of employees of the Federal Electric Corporation employed on DEW Line sites within Canada (L.G., Sept., p. 799) (see "Reasons for Judgment" below).

2. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of the Canadian Broadcasting Corporation comprising its building maintenance group. The Association of Radio and Television Employees of Canada had intervened (L.G., Oct., p. 897).

3. Office Employees' International Union, Local 57, on behalf of a unit of directory sales personnel employed in its Eastern Region by the Bell Telephone Company of Canada, Montreal, Que. (L.G., Oct., p. 898) (see "Reasons for Judgment" below).

4. District 50, United Mine Workers of America, Local Union 14888, on behalf of a unit of chauffeurs engaged in the pickup and delivery of Her Majesty's Mail between Quebec City and Seven Islands, Que. (L.G., Nov., p. 1015).

5. International Association of Machinists, on behalf of a unit of ground service employees of Eastern Provincial Airways (1963) Limited, Gander, Nfld. (L.G., Nov., p. 1016).

6. Teamsters, Chauffeurs, Warehousemen and Helpers, Local No. 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of garage employees of Rod Service (Ottawa) Limited, which company contracts for the pickup and delivery of Her Majesty's Mail in Ottawa (L.G., Nov., p. 1016).

Representation Votes Ordered

1. L'Union des Camionneurs, Hommes d'Entrepôts et Aides, Local 106, of the

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Hubert Transport Inc., Ste. Thérèse, Que., respondent (L.G., Oct., p. 898) (Returning Officer: Miss M.-P. Bigras).

2. Teamsters, Chauffeurs, Warehousemen and Helpers, Local No. 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and John L. Bray, Ottawa, Ont., respondent (mail service) (L.G., Nov., p. 1016) (Returning Officer: G. E. Plant).

Applications for Certification Rejected

1. General Truck Drivers and Helpers Union, Local No. 31, and Truckers, Cartagemen and Building Material Employees, Local Union No. 362, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, and Vancouver Alberta Freightlines Ltd., Vancouver, B.C., respondent (L.G., Nov., p. 1015). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

2. Pacific Western Airlines Flight Attendants' Association, applicant, Pacific Western Air Lines Ltd., Vancouver, B.C., respondent, and Canadian Air Line Flight Attendants' Association, intervener (L.G., Nov., p. 1015). The application was rejected because the Board was of the opinion that the applicant was not, at the time of its application, an operating trade union within the meaning of the Act and that there was no authority to make the application.

3. The Professional Transport Drivers Society, applicant, and H. M. Trimble & Sons Ltd., Calgary Alta., respondent (Burnaby, B.C. terminal) (L.G., Nov., p. 1015). The application was rejected for the reason that the proposed bargaining unit is not considered by the Board to be appropriate for collective bargaining.

Applications for Certification Received

1. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Maple Leaf Broadcasting Co. Ltd., Hamilton, Ont. (CHML) (Investigating Officer: A. B. Whitfield).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

2. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of bargemen employed by Vancouver Tug Boat Company Limited, Vancouver, B.C. (Investigating Officer: D. S. Tysoe).

3. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of building cleaners and maintenance men employed by Central Mortgage and Housing Corporation at its Domaine Estria, Pavillon Mercier and Place Gouin Projects, Montreal, Que. (Investigating Officer: Miss M.-P. Bigras).

4. Brotherhood of Locomotive Engineers, on behalf of a unit of locomotive engineers employed by the Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont. (Investigating Officer: A. B. Whitfield).

5. Brotherhood of Locomotive Engineers, on behalf of a unit of locomotive firemen and helpers employed by the Algoma

Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont. (Investigating Officer: A. B. Whitfield).

Application for Revocation Received

Tiger Transfer Ltd., Calgary, Alta., applicant, and Dairymen, Warehousemen, Cartagemen, Truckers and Helpers, Local Union No. 987, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent. The application was for the revocation of the certification issued by the Board on May 18, 1962 to Local 987 in respect of a unit of drivers and garage employees of the company (L.G., July 1962, p. 834).

Application for Certification Withdrawn

Canadian Brotherhood of Railway, Transport and General Workers, applicant, and Pacific Tanker Co. Ltd., Vancouver, B.C., respondent (L.G., Nov., p. 1016).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Reasons for Judgment in application for certification affecting

*International Brotherhood of Electrical Workers
and*

Federal Electric Corporation

Applicant

Respondent

The Respondent is a corporation with head office at Paramus, New Jersey, U.S.A., which operates and maintains stations and communications posts on the Distant Early Warning Line, hereafter referred to as the DEW Line, between Alaska and Cape Dyer in Northern Canada, for surveillance and gathering of information for transmission to the military authorities in the United States under a contract entered into with the United States military authorities.

The Applicant is a trade union that has applied to this Board to be certified under the Industrial Relations and Disputes Investigation Act as bargaining agent for a bargaining unit consisting of employees of the Respondent employed on the DEW Line operation in Northern Canadian territories except: sector chiefs and those above that rank, Indians and Eskimos, and persons employed on a temporary basis and whose employment is of less than two months duration.

There were a number of issues raised by the Respondent in contesting this application and in the hearing thereon before this Board.

Jurisdiction of the Board

The Respondent submits that this Board is without jurisdiction to entertain this application. It relies upon the terms of an agreement between Canada and the United States of America, effected by an exchange of notes between the Government of Canada and the Government of the United States, signed on May 5, 1955, to govern the establishment of the Distant Early Warning system on Canadian territory, and subsequently extended by agreement of the two governments as to the manning and operation of the system so established.

In the above agreement, provision was made for the setting of rates of pay and working conditions for persons employed by contractors on the DEW Line after consultation with the Canadian Department of Labour in accordance with the Canadian Fair Wages and Hours of Labour Act.

The Respondent contends that this agreement constituted a treaty between Canada and the United States, and that by the terms of the agreement, the Government of Canada has made special provision that the work done on the DEW Line shall be subject to certain definite provisions so far as rates of pay and working conditions are concerned, and that by doing so, the Government of Canada has effectively lifted these out of the jurisdiction of the application of the Industrial Relations and Disputes Investigation Act.

Evidence was given by officers of the Respondent that the existing rates of pay and hours of work of the employees in the proposed bargaining unit on the DEW Line system have been set in accordance with this provision, and that written agreements have been entered into by the Respondent with individual employees pursuant thereto. Section 5 (b) of the agreement upon which the Respondent relies reads as follows:

(b) Contractors awarded a contract for construction in Canada will be required to give preference to qualified Canadian labour for construction. The rates of pay and working conditions for this labour will be set after consultation with the Canadian Department of Labour in accordance with the Canadian Fair Wages and Hours of Labour Act.

There are other provisions in the contract governing the employment of Eskimos designed for the protection of employees in this category.

The purpose and effect of the Fair Wages and Hours of Labour Act, C. 108, R.S.C., is to make provision for the establishment and application of minimum fair wage rates that shall be paid to, and maximum hours that may be worked by workmen employed by a contractor or subcontractor contracting to do the whole or part of the work on a contract made with the Government of Canada for construction, remodeling, repair or demolition of any work.

The Act does not preclude the establishment and payment of higher wage rates or the granting of shorter working hours by the contractor for his employees

The Board consisted of A. H. Brown, Vice-Chairman and Acting Chairman, and Messrs. A. H. Balch, E. R. Complin, A. J. Hills, Donald MacDonald and A. C. Ross, members. The judgment of the Board was delivered by the Vice-Chairman and Acting Chairman.

on the work project covered by the contract, irrespective of whether such higher wage rates and shorter hours are established pursuant to the terms of a collective agreement covering such employees or solely by agreement with an individual employee.

The application of the provisions of the Fair Wages and Hours of Labour Act does not exclude contractors and their employees to which that Act applies from the application of the provisions of the Industrial Relations and Disputes Investigation Act. This Board has in numerous instances, certified bargaining agents for employees of contractors employed upon construction projects to which the Fair Wages and Hours of Labour Act applies.

In our opinion, the provisions of the Canada-United States agreement upon which the Respondent relies were not intended to, nor do they, place a contractor and his employees engaged on the DEW Line operation in a different position from that of a contractor carrying out a contract with the Government of Canada to which the provisions of the Fair Wages and Hours of Labour Act apply, in respect of application of the Industrial Relations and Disputes Investigation Act.

In any event, we are unable to accept the proposition put forward by the Respondent that the simple execution of the DEW Line agreement by the Canadian Government would be effective of itself to exclude the Respondent and its employees on the DEW Line in Canadian territories from the application of the Industrial Relations and Disputes Investigation Act. In our opinion, attendant legislative action by the Parliament of Canada would be necessary to effect such result. (See comments of Lord Atkins in his judgment in the *Labour Conventions* case, (1937) A.C. 326, at pp. 347-48).

The following provision contained in Article 6 of the Canada-United States agreement, namely, "Nothing in this agreement shall derogate from the application of Canadian law in Canada, provided that, if in unusual circumstances its application may lead to unreasonable delay or difficulty in construction or operation, the United States authorities concerned may request assistance of Canadian authorities in seeking appropriate alleviation," serves to confirm the view expressed above that the provisions of the agreement were not intended by the parties thereto to exclude the contractors to whom the agreement applies, and their employees on the DEW Line, from the application of the Industrial Relations and Disputes Investigation Act.

Bargaining Unit

There are differences between the parties concerning the proper description of the proposed bargaining unit and the classifications of employees to be included therein.

The Applicant asks for inclusion in the bargaining unit of temporary employees other than those employed for less than two months. The Respondent asks for exclusion of temporary employees engaged for less than four months. According to the evidence given to the Board, temporary employees are hired specifically as temporary employees for employment on the DEW Line system during the summer season, which runs from around June 15-July 1 to September 15-October 1. They are in fact, and could be more properly described, as summer seasonal employees.

These employees are chiefly engaged in supplies unloading and loading operations, and in seasonal repair and maintenance of indoor and outdoor facilities. In individual instances, the employment may be continued beyond the normal period of temporary employment to fill vacancies in the full-time staff. The evidence of the Respondent was that the normal period of employment of these temporary employees is of four months duration. All employees other than temporary are hired under written term contracts, usually of 18 or 12 months duration.

In the opinion of the Board, the temporary employees who are employed beyond the normal period of summer seasonal employment, namely four months, should be included in the bargaining unit.

The Respondent asks for the exclusion of the following classifications of employees whose exclusion is contested by the Applicant, namely: male clerk, traffic specialist, teletype operator, switchboard operator, and radician crypto. After considering the evidence and arguments advanced by the parties in reference to the description of the bargaining unit and the classifications of employees to be included therein, the Board finds the following bargaining unit to be appropriate, namely:

A unit of employees of the Federal Electric Corporation employed within Canada on DEW Line sites, comprising employees classified as: station technician, instrument technician, carrier technician lead, carrier technician, specialist supply lead, specialist supply senior, specialist supply intermediate, specialist supply junior, radician lead, radician lead Auxiliary, radician, radio technician lead, radio technician, cable technician, mechanic lead, mechanic lead Auxiliary, mechanic maintenance, general

helper, chef, cook, baker, janitor, clerk male, switchboard operator (except as excluded below), teletype operator (except as excluded below), traffic specialist, labourer, and temporary employees (except as excluded below) who are classified as aforesaid and as driver truck, mechanic, and cargo checker.

To be excluded from the bargaining unit are employees classified as: Auxiliary station chief, relay station chief Res X-1, supervisor—building and outside plant, supervisor—station, supervisor—communications and electronics, supervisor—logistics, supervisor—wide-band communications, supervisor sea lift team, superintendent—sector, Intermediate station chief, Intermediate station chief mechanic, Intermediate station chief radician, radician crypto, security investigator, doctor and chaplain, and excluding all employees based at Winnipeg, Man., and Fort Nelson, B.C. (NEL X), and temporary (summary seasonal) employees engaged for less than four months, and excluding one teletype operator at each station and one switchboard operator at Cape Dyer and at other stations where they may be employed, such excluded teletype and switchboard operators to be designated by the employer.

Union Membership

Some questions were raised, and evidence was given at the hearing in answer thereto, concerning the membership status of employees in the bargaining unit who are claimed by the Applicant to be members in good standing, in the light of the requirements of the by-laws of the Applicant and the constitution of the International Brotherhood relating to the payment of initiation fees and monthly dues, and other

conditions of membership, and the provisions of Rule 15 of the Rules of this Board defining membership in good standing for the Board's purposes.

The Board has satisfied itself after consideration of the evidence and arguments so submitted to it, and having regard for the report of the Board's Investigating Officer following his examination of the payroll records of the Respondent and of the membership and financial records of the Applicant, that the majority of employees in the aforesaid bargaining unit were members in good standing of the Applicant at the time of the making of the application.

In consideration of the foregoing, the Board has ordered that the application be granted accordingly.

(Sgd.) A. H. BROWN,

Vice-Chairman and Acting Chairman.

Charles Dubin, Q.C.

W. Ladyman

J. A. Shirkie

Anthony Dean

For the Applicant.

G. R. Hunter, Q.C.

D. Proctor

P. C. Ketchersid

S. L. Schmuckler

D. L. Webber

For the Respondent.

Dated at Ottawa, October 31, 1963.

Reasons for Judgment in application for certification affecting

*Office Employees' International Union
and*

Applicant

The Bell Telephone Company of Canada

Respondent

The Applicant made application to be certified as bargaining agent for a unit of employees of the Respondent classified as directory advertising salesmen and saleswomen in the Eastern Region Directory Sales Department, and located and working out of Quebec City, Montreal and Ottawa. There are some 102 employees in the proposed unit.

There are also some 98 directory advertising salesmen and saleswomen in the same classifications and doing the same type of work in the Western Region

Directory Sales Department of the Respondent, located at and working out of Toronto, Ont., who are not included in the proposed unit nor in any other bargaining unit of employees.

The Respondent claims the unit to be inappropriate, since the employees in the proposed unit are only a portion of its employees having common skills and interests and employed in the same work.

The Respondent provides telephone services in some 736 localities in Quebec and Ontario. For administrative purposes, this

The Board consisted of A. H. Brown, Vice-Chairman and Acting Chairman, and A. H. Balch, E. R. Complin, A. J. Hills, Donald MacDonald, and A. C. Ross, members. The judgment of the Board was delivered by the Vice-Chairman and Acting Chairman.

territory is divided into four areas, Montreal, Toronto, Eastern and Western, with a vice-president and general manager for each area. The Eastern Area is divided geographically from the Western Area by a line running roughly north from Trenton, Ont. The Montreal Area is carved out of the Eastern Area, and the Toronto Area out of the Western Area. Functionally, the directory sales group is part of the marketing department of the Respondent, which at present is organized for administrative purposes on a regional basis with the regional marketing manager reporting to the vice-presidents and general managers of the Montreal and Toronto Areas, respectively.

Transfers of salesmen between regions occur only occasionally, but the nature of the work, methods and practices of these salesmen are the same in all areas. Directory advertising salesmen in either Montreal or Toronto may deal with advertising agencies and other special accounts concerning advertising in many different localities across the Respondent's territory. Salesmen are paid on a salary plus commission basis.

The Respondent claims that, in view of the close integration of its operations, the certification of only a portion of the employees in this sales group might give rise to serious difficulties in the matter of work jurisdiction and would not make for good labour relations or effective collective bargaining. The Respondent also submits that all existing certifications covering its employees are on a company-wide rather than on a regional or local basis, and that the establishment of a regional bargaining unit in this instance would be inappropriate.

The Applicant submits that there are in fact only two major and distinct company administrative regions, Eastern and Western, rather than the four areas described by the Respondent, and that the Respondent has, in its relations with the directory sales force as in other administrative practices, handled and dealt with the directory sales force in each of these two regions as separate groups. Moreover there is, as the Respondent has agreed, little or no interchange of sales personnel between the Eastern and Western Regions. Applicant submits that the regional unit applied for here is an appropriate unit for collective bargaining.

It has not been the policy of the Board to attempt to lay down rigid criteria for general application in determining what constitutes an appropriate unit for collective bargaining. Each case where an issue of

this nature arises involves consideration of all factors relevant in the particular circumstances.

Nevertheless, the Board has always considered it important in the interests of all concerned that due consideration should be given to the bargaining practices and patterns that have been built up and followed over a period of time within the industry to which the application relates.

Although it is a fact that all existing certificates given by the Board in respect of units of employees of the Respondent are on a system-wide basis, it should be noted in each such instance that the application for certification was for a system-wide certification. This Board has not been called upon previously to consider the appropriateness of a regional unit of employees in this category. No question is involved here concerning the fragmentation of an established bargaining unit.

The employees in the proposed unit are not directly engaged in the operation of the system-wide communications operation of the Respondent, but comprise the directory sales force whose activities are within the Eastern Regional Area.

While a system-wide bargaining unit of this sales force might constitute an appropriate collective bargaining unit, we do not consider, in the circumstances of this case, the unit applied for in this instance to be inappropriate.

The Board finds a unit consisting of employees of the Respondent classified as directory advertising salesman and directory advertising saleswoman employed in the Eastern Region of the Directory Sales Department, and located in Quebec City and Montreal, Que., and Ottawa, Ont., is appropriate, and that a majority of the employees therein are members in good standing of the Applicant. Certification is granted accordingly, and an Order will be issued certifying the Applicant as bargaining agent for the said bargaining unit.

(Sgd.) A. H. BROWN,

Vice-Chairman and Acting Chairman.

Maurice W. Wright, Q.C.
For the Applicant.

S. D. McMorran
M. N. Davies
A. R. Neilson
H. A. Wilson
For the Respondent.

Dated at Ottawa, October 31, 1963.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

1. Atomic Energy of Canada Limited, Chalk River, Ont., and Chalk River Atomic Energy Draftsmen, Local 1569, CLC (Conciliation Officer: T. B. McRae).

2. The Toronto Harbour Commissioners, Eastern Canada Stevedoring Co. Limited, Cullen Stevedoring Co. Limited, Pittston Stevedoring Corporation of Canada Limited, Brown & Ryan Ltd. and Economic Stevedoring Corporation, and Local 1869, International Longshoremen's Association (Conciliation Officer: T. B. McRae).

3. Denison Mines Limited, Elliot Lake, Ont., and Local 5980, Office and Technical Unit, United Steelworkers of America (Conciliation Officer: T. B. McRae).

Settlements by Conciliation Officers

1. The Voice of the East Limited (Radio Station CHEF, Granby, Que.) and the National Syndicate of Employees of The Voice of the East (Conciliation Officer: C. E. Poirier) (L.G., Oct., p. 899).

2. National Harbours Board, Port of Quebec, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (General Storage and Maintenance and Cold Storage, and Grain Elevator System) (Conciliation Officer: C. E. Poirier) (L.G., Aug., p. 694).

3. Compagnie Nationale Air France, Montreal, and International Union, United Automobile, Aerospace and Agricultural

Implement Workers of America (Conciliation Officer: C. E. Poirier) (L.G., Sept. p. 800).

Conciliation Boards Appointed

1. National Harbours Board, Montreal Harbour, and National Harbours Board Police Brotherhood (L.G., Oct., p. 899).

2. Denison Mines Limited, Elliot Lake, Ont., and District No. 6, United Steelworkers of America (L.G., Oct., p. 899).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in October to deal with a dispute between Denison Mines Limited, Elliot Lake, and District No. 6, United Steelworkers of America (see above) was fully constituted in October with the appointment of Magistrate J. A. Hanrahan as Chairman. Magistrate Hanrahan was appointed by the Minister on the joint recommendation of the other two members of the Board, George Ferguson, Q.C., and Peter Podger, who were previously appointed on the nomination of the Company and Union, respectively.

Settlement Reached after Strike Action

The Shipping Federation of Canada, Inc., and International Longshoremen's Association (Locals 375, 1657, 1552, Montreal; Local 1846, Three Rivers; and Locals 1605, 1739, Quebec) (L.G., Nov., p. 1017) The strike began October 4; settlement was reached October 14.

Canadian Railway Board of Adjustment No. 1 Releases Decisions in Four Recent Cases

The Canadian Railway Board of Adjustment No. 1 last month released its decisions in four cases heard in October.

The first dispute was over claims by four train crews for pay for a basic day when, on various occasions, they had delivered their trains from a point at the international boundary in Manitoba to a point just over the boundary in Minnesota; and also over claims for payment on a straight-away instead of a turnaround basis for trips on the same occasions between two points in Manitoba.

The second case concerned a complaint by the union that the company had abolished a hostler's position for a certain shift in contravention of the agreement between the company and the union.

The third dispute was about a claim by hostlers for wages lost owing to the reduction of their assignments from seven to six or five days a week.

The fourth case was over the dismissal of an extra gang foreman for alleged unauthorized disposal of company property.

In the first case, the Board did not sustain the contention of the employees. The other three cases were heard by an arbitrator whose award constituted the Board's decision. The first and third of these cases were decided in favour of the employees, the second in favour of the company.

The four cases, Nos. 812 to 815, are summarized below.

Case No. 812—Dispute between Canadian Pacific Railway Company and Brotherhood of Railroad Trainmen over claims by four conductors and crews for pay for a basic day when required to deliver their trains from Emerson, Man., to the Soo Line Railway at Noyes, Minn., and for payment on a straightaway basis for the trips between Winnipeg and Emerson.

A train runs daily from Winnipeg to Emerson, the terminal on the Emerson subdivision and connecting point with the Soo Line Railway across the United States border at Noyes, Minn. After bringing their train to Emerson, crews are required to deliver it to the Soo Line Railway at Noyes.

An article in the employees' agreement formerly provided that a trip would automatically end on arrival at a terminal; since Emerson is the terminal for that subdivision, crews had been paid a basic day of 100 miles for the trip from Winnipeg to Emerson. The crew were also paid for a basic day of 100 miles for the return trip to Winnipeg. The distance between Winnipeg and Emerson is 62 miles.

For many years it had also been agreed that, for delivering their train to the Soo Line Railway at Noyes, crews would be paid at the rate of 12½ m.p.h. for all time from arrival at Emerson until departure on the return trip, provided that the crew were not laid up between train connections.

On November 16, 1962 the automatic ending of a trip on arrival at a terminal was cancelled and the article revised to provide that trainmen would be notified when called whether their service would be "straightaway" or "turnaround" and would be paid accordingly; and that when the distance between the starting terminal and the objective terminal was less than 100 miles, the latter terminal might be regarded as a turnaround point, "and trainmen in unassigned service, when called for turnaround service, run in and out of such point on a continuous time basis."

The union contended that this revised article did not apply in the present case because the trainmen had to deliver their

train from their objective terminal to a terminal of a foreign railway; such delivery should be considered a separate trip. Therefore, it contended, the trainmen should be paid on a straightaway basis, that is, the trip from Winnipeg to Emerson, the trip from Emerson to Noyes, and the return trip from Emerson to Winnipeg should each be paid for as a 100-mile day.

The company argued that as the distance between Winnipeg and Emerson was less than 100 miles, and as the crews had been ordered at Winnipeg for turnaround service, it had correctly paid them for the actual miles in each direction (a total of 124), plus 12½ miles an hour from the time they arrived at Emerson until the time they left.

The Board, in its decision, said that the delivery of trains from Emerson to Noyes did not constitute a separate trip, because Emerson and Noyes had been regarded as being within one terminal area. The contention of the employees, therefore, was not sustained. But the Board pointed out that this decision was not to be taken as allowing additional runs out of initial terminals or turnaround points except as provided in the agreement.

Case No. 813—Dispute between Ontario Northland Railway and Brotherhood of Locomotive Firemen and Enginemen over the abolition of a hostler's assignment and the performance of hostler's services by employees not covered by the collective agreement between the company and the union.

When a company survey showed that there were not enough dispatches during the 8.00 a.m. to 4.00 p.m. shift at one of its stations to justify the employment of a hostler there during that shift, the company cancelled the assignment. It contended that the abolishing of the shift was a reduction in staff because of abnormal conditions and in no way involved the agreement. Any hosting duties during the shift were given to a foreman outside the bargaining unit or shop employees not subject to the agreement.

The union in its contention quoted an article of the agreement that defined the work of hostlers and laid down the conditions for filling such positions. The union drew attention to one of the clauses of this article which stated that when the monthly average of engines handled was five or more in a period of 12 hours, a regular assignment for hostlers would be established and a hostler would be employed for eight hours of that period. This

meant, the employees argued, that a hostler must be employed each day of the month, regardless of the number of engines handled on any particular day, whenever the number of engines handled averages five in a period of 12 hours.

The union said it did not contend that a hostler must be employed for eight hours when only one or two engines were to be hosted during that period, but that it did content that if there were not enough engines to require a regular assignment, employees working under its contract with the railway should be used when available. If there was no hostler on duty, it conceded that crews might hostle their own engines.

This case was heard in the presence of a referee, whose award constituted the decision of the Board. The referee in his decision examined in detail the article of the agreement relating to the question in dispute, and also another article which stipulated that when there was no hostler on duty, engineers and firemen might be given work. This latter article, the referee said, provided no answer to the grievance in this case "other than to show that some hostler work may be performed by engineers and firemen on certain terms as to payment for it."

The railway, he said, had supported its contention by appealing to past practice and antecedent agreements as evidence that roundhouse employees or shop employees might be used to perform hostler duties when a full-time hostler was not required. But the referee went on to say, "The contention as put does not clearly distinguish between the resort to roundhouse or shop employees according to the terms of the Brotherhood's agreement herein, or the use of such employees outside of the agreement. In other words, the question that lies at the heart of the present case is not so much the particular persons who may be called to perform hostler work, but rather the call to performance under and in accordance with the terms of the Brotherhood's agreement with the railway, which (so far as the evidence shows) is the only agreement to which the railway is a party which covers hostler duties.

"On this basis, the matter becomes one of determining what the agreement says about extra work assignments; and, more importantly, what is says about seniority rights where additional work within the scope of the agreement falls to be performed." He then went on to deal with other relevant articles of the agreement.

From these he concluded that the agreement authorized the performance of hostler work in one of three ways: by permanently assigned hostlers, by engineers or firemen and helpers within certain defined limits, or by unassigned hostlers or firemen or helpers, or persons of those classifications on the spare board.

If none of the persons mentioned are available, "the railway is entitled to assign the required work to others, but under the conditions of the agreement with the Brotherhood; and to that extent, such others are drawn into the bargaining unit represented by the Brotherhood," the referee said.

A practical question that arose in this case was the likelihood that the railway might have to pay a full day's pay to a person called out to do 15 or 30 minutes' work. In so far as the article relating to the use of engineers and firemen could be applied, the referee said, the railway could have no complaint.

The referee expressed his decision as follows: "There is no claim for specific relief in this case for any employee, and it will be sufficient to make a declaration upholding the Brotherhood's contention within the limits indicated, and to direct the railway that hostler duties must be assigned within and according to the terms of the collective agreement between the railway and the Brotherhood."

Case No. 814—Dispute between Ontario Northland Railway and Brotherhood of Locomotive Firemen and Enginemen regarding the claims of regularly assigned hostlers for wages lost when their assignments were reduced from seven to six or five days a week.

Nine regularly assigned hostlers submitted claims for wages lost because their assignments were reduced from seven to five or six days a week. The company declined the claims.

This dispute is similar to case No. 797 (L.G., Jan., p. 53) and Case No. 810 (L.G., Sept., p. 812) and, like the earlier cases, was heard by the Board in the presence of a referee whose award constituted the Board's decision. And, like those in the earlier cases, the claims arose out of the action of the company in instituting the five-day basic work week that had been provided for in an agreement of May 1, 1955, to take effect on that date.

Notwithstanding this agreement, the short work week was not put into effect by the railway until October 30, 1960. As

was pointed out at the hearing of Case No. 797 referred to above, the employees had been given a 20-per-cent wage increase to compensate them for the shorter week at the time the agreement went into effect.

The referee—the same who had heard the second of the two earlier cases—said in his award, “The issue of principle raised in this case has already been twice considered under collective agreement terms similar in language to that involved here . . . Nothing will be gained by repeating here the reasons given for the conclusions in the above-mentioned cases.”

He went on to say that “the only possible lever available to the Brotherhood” was a “Note” appended to an article in a June 1, 1956 collective agreement revision, which read as follows: “Engineers, firemen (Helpers) will be allowed to follow six or seven day assignments unless other arrangements are made between the representatives and the management.”

The referee implied some doubt whether this note could be “read into the hostler agreement,” but even allowing that it could be, he said that “the reading must take account of the way in which the hostler work week is spelled out in [an article of a] supplementary agreement of December 8, 1959. As so spelled out, the reasoning in the [two earlier decisions] is highly relevant, and it leaves no choice but to dismiss the Brotherhood’s claim.

“Assuming that the note imposed an obligation to continue existing six- or seven-day assignments (and in my view this is doubtful), there is nothing in [the article] that brings the note into force with respect to hostlers. [The article] is the operative work week clause as of the day it became effective, and nowhere does it impose an obligation to give more than five-day assignments, and nowhere does it require the railway to continue six- or seven-day assignments which may have been instituted.”

Case No. 815—*Dispute between Canadian Pacific Railway Company (Prairie Region) and Brotherhood of Maintenance of Way Employees regarding the dismissal of an extra gang foreman for alleged unauthorized disposal of company property.*

An extra gang foreman was dismissed by the company on the grounds that he had, without authority, sold railway ties released through the abandonment of a subdivision in Manitoba and had personally taken the money for them.

The union contended that the dismissal was unjustified, that the charges against the foreman had not been substantiated and were so vague and lacking in detail that it would have been difficult to prepare a defence against them even if the accused had been given an opportunity to do so, and that the foreman had not been furnished with details of the evidence against him or given a chance to meet his accusers face to face. On these grounds the union asked for the foreman’s reinstatement with full seniority and payment for wages lost, in accordance with the collective agreement.

The company, in its contention, presented written statements by three officials of the company who were said to have investigated the case, and a statutory declaration by the superintendent at Brandon who had granted the foreman a hearing after his dismissal.

The statements of the company’s officials purported to be based partly on personal knowledge or investigation and partly on statements obtained from the two farmers, one of whom was alleged to have bought ties from the foreman; and from the son of one of the farmers, who was also alleged to have bought ties from the foreman.

This case was heard by the Board in the presence of a referee, whose aware constituted the Board’s decision.

In his award, the referee began by quoting the section of the agreement dealing with discipline and setting up a procedure by which a disciplined employee can obtain a “fair and impartial hearing.”

The referee criticized the railway’s handling of the grievance that was the basis of the hearing before the Board. He said:

A “fair and impartial hearing” involves more than asking a disciplined person to reply to an accusation. It involves at the very least a specification and detailing of the basis for the discipline and an opportunity to the accused to meet the evidence against him. This he can only do by having the evidence presented; and it should be the best evidence, adduced through the mouths of those on whose veracity the railway relied, if that is at all possible. Moreover, the evidence must go to support the action taken by the railway; and unless it does, there is no case for the grievor to answer.

It may safely be concluded, the referee said, that the unauthorized disposal by an employee of his employer’s property would warrant his discharge as being for just cause. This being so, the disposition of the case turns on whether the foreman in fact committed the wrongs charged against him.

At the hearing, counsel for the railway contended that since it was not a criminal proceeding there was no duty on the railway to prove that the accused was guilty beyond a reasonable doubt, even though the acts with which he was charged could be the subject of criminal charges. It was enough, counsel said, to prove the allegations on a balance of probabilities.

The referee said that he would not dissent from this contention but, even on this basis, it was not enough for the railway to say that it acted in good faith, or that it was honestly of the opinion that the foreman "had dealt with its property as his own."

An employer obliged to respect a standard of just cause for discharge cannot turn the issue into one of its good faith or honesty. It must, if it acts to discharge, be able to establish by credible evidence to the satisfaction of the arbitration tribunal that the grounds on which it acted existed, and further, persuade the tribunal that those acts were enough to warrant the discharge.

I have already said that if the grievor committed the acts of which he was accused, that is, if the Board and referee are satisfied that he did, then there can be no question but that discharge was warranted. It remains then to examine the evidentiary basis of the railway's conclusion that [the foreman] was guilty.

What the company alleged as evidence were the three statements of the two purchasers of the ties and the father of one of them, and the three statements of officers of the railway, coupled with the identification of the accused by his accusers. The railway referred to the statements of the three officers as "reports of company officers who had personal knowledge of facts pointing to [the foreman's] unauthorized activity."

They are no such thing, but rather narratives of hearsay, and hearsay upon hearsay. The only "facts" known by these officers were largely rumours that they had heard and conversations with others who implicated [the foreman] on the basis of rumour; and in one case only was the conversation with a person who stated that he himself had any dealing with [the foreman].

After dealing briefly with the statement of the last-mentioned person, and with the identification of the foreman by him and one of the admitted purchasers as the person who had sold them the ties, the referee continued:

The statements and identification, taken at face value, are fairly conclusive against [the foreman]. But how can they be taken at any value when the makers at no time appeared against [the accused], and when the circumstances of the identification (and especially what preceded it) were not brought out in the open? I pass over the want of detail of day and date, and refrain from enlarging on the vulnerability of evidence of accomplices who take apparently unguarded railway property at night. Neither [of the two witnesses] suggested in their statements that they felt they were buying ties from an authorized person. The understanding (according to [one witness's] statement) that there would be no receipt, the invitation (according to both statements) to come at night and take the number of ties wanted and pay later, and consequent action accordingly, are hardly calculated to establish the good repute of [the foreman's] two accusers.

For the railway, in such circumstances, to act on the accusations without giving [the foreman] any opportunity (before dismissal) to know at least as much as the railway knew, and to adduce, if he could, countering evidence was to take a very long chance that it could satisfy the Board and referee of [the foreman's] guilt. What, indeed, is there to go on except untested accusatory statements by persons whose identity was not disclosed and who turn out to be, by their own confession, implicated in an offence charged against another who stoutly denied it? The question, I repeat, is not what the railway honestly believed but what credible evidence establishes.

The conclusion follows that there is no credible evidence to satisfy the Board and referee that [the foreman] was guilty of unauthorized disposal of company property.

The referee directed that the foreman be reinstated without loss of seniority or other rights, and with compensation for what he has lost in pay entitlement. He reserved jurisdiction to deal with the question of compensation if the parties were able to agree on what it should be, and he asked to be informed within 60 days whether or not the question of compensation had been settled.

Design of Work for the Disabled (Continued from page 1101)

In another firm a small device costing approximately \$15 enabled a driller with severely reduced arm movement to return immediately to his former job. This modification was so successful that the firm applied it to a large number of their drilling machines.

Many workers are disabled because of back conditions and are unable to carry on

in jobs requiring stooping, bending, lifting or carrying heavy loads. The author questions the need for any worker, disabled or not, to be required to work in a "back-breaking" posture. There are, today, many adaptations that, imaginatively used, can do away with much of this back-breaking labour and result in increased efficiency for both disabled and non-disabled workers.

Legal Decisions Affecting Labour

Ontario High Court rules Bell Telephone subsidiary subject to provincial labour legislation; upholds OLRB's consent to prosecute an employer for failure to bargain in good faith

In Ontario, the High Court, in dismissing an application for prohibition to prevent the Ontario Labour Relations Board from considering an application for certification, ruled that the employer-employee relationships of a company in which the Bell Telephone Company had a controlling interest were governed by the provincial Labour Relations Act.

In another decision, the Ontario High Court held that an order of the Ontario Labour Relations Board granting consent to prosecute an employer for an alleged failure to bargain in good faith was within the Board's jurisdiction. The Court ruled further that the Board's decision that the applicant organization was a trade union was a part of the main issue before the Board and consequently not reviewable by the Court in *certiorari* proceedings.

Ontario High Court . . .

...rules Bell Telephone Co. subsidiary is not subject to federal labour legislation

On April 16, 1963, Chief Justice McRuer of the Ontario High Court ruled that federal labour legislation, which applies to the labour-management relations of the Bell Telephone Co. as being within the exceptions enumerated in Section 92(10) of the B.N.A. Act, did not cover the labour relations of a subsidiary company in which the Bell Telephone had a controlling interest and which manufactured articles purchased and used by the Bell Company. Consequently, the Court ruled that the labour relations of the subsidiary company were under provincial jurisdiction.

The issue of jurisdiction arose when the United Electrical, Radio and Machine Workers of America applied in February 1963 to the Ontario Labour Relations Board to be certified as a bargaining agent for a unit of employees of Northern Electric Company Limited in Bramalea, Ont. The Northern Electric Employees Association intervened in the application for certification, and District 10 of the Communication Workers of America challenged before the Board the constitutional

jurisdiction of the Board to deal with the certification application and later applied to the Court for an order prohibiting the Ontario Labour Relations Board from taking any further proceedings in the application for certification. In this motion it was contended that the Board had no constitutional jurisdiction with respect to any application for certification of employees at the said Bramalea plant of Northern Electric.

Further, it was contended by the Communication Workers that, since Bell Telephone owned nearly all the shares of Northern Electric and since the whole or a substantial part of the output of the Bramalea plant was sold to the Bell Company as equipment essential to its operation, the labour relations between Northern Electric and its employees were not within provincial legislative competence but were governed by the Industrial Relations and Disputes Investigation Act, a federal Act. Therefore, the matter of certification was one to be considered by the Board provided for under that Act.

Mr. Justice McRuer ruled the question of the industrial relations of Northern Electric was to be determined by constitutional law and not by the provisions of federal statutes or Ontario statutes. He held that the British North America Act governed the question, although he found Section 53 of the Industrial Relations and Disputes Investigation Act helpful:

S. 53. Part I applies in respect of employees who are employed upon or in connection with the operation of any work, undertaking or business that is within the legislative authority of the Parliament of Canada including, but not so as to restrict the generality of the foregoing,

(b) railways, canals, telegraphs and other works and undertakings connecting a province with any other or others of the provinces, or extending beyond the limits of a province.

There was no question that the Bell Company works came within paragraph (b).

Paragraph (h) states:

(h) any work, undertaking or business outside the exclusive legislative authority of the legislature of any province.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

The Section concludes:

and in respect of the employers of all such employees in their relations with such employees and in respect of trade unions and employers' organizations composed of such employees or employers.

Chief Justice McRuer stated that the problem to be solved was not confined to abstract discussions of authorities on constitutional law and decided cases, but the matter required proof of facts to show within what jurisdiction the relationship of Northern Electric and its employees at the Bramalea plant fell. Evidence indicated that the Bell Company owned 99 per cent of Northern Electric shares, that between the companies there was some interlocking in disability benefits and pension schemes, and finally, that the Bell Company was not the only purchaser of Northern Electric output.

It was argued for the Communications Workers union that certain equipment manufactured by the Northern Electric Company at Bramalea and sold almost exclusively to Bell was essential to the business carried on by the Bell Company which connected Ontario with other provinces and countries.

The Bell Company was incorporated in 1880, under a federal Act which gave it the power to erect and maintain telephone lines and to acquire other telephone companies. In 1882 the Act was amended and the company was empowered to manufacture telephones and other appurtenant equipment.

Section 4 of the amending Act reads:

S. 4. The said Act of Incorporation as hereby amended, and the general works thereunder authorized, are hereby declared to be for the general advantage of Canada.

The Chief Justice stated that the use of those words was meaningless in that Act. *Prima facie* labour relations are matters of property and civil rights within the Provinces and are within the competence of the Legislatures of the Provinces within Section 92 of the B.N.A. Act. That was finally decided in *Toronto Electric Commissioners v. Snider* [1925] 2 D.L.R. 5. It was argued, however, that the labour relations of Northern Electric fell within the exception of Section 92(10) of the B.N.A. Act, which reads:

S. 92(10) Local Works and Undertakings other than such as are of the following Classes,—

a. Lines of Steam or other Ships, Railways, Canals, Telegraphs, and other Works and Undertakings connecting the Province with any other or others of the Provinces, or extending beyond the Limits of the Province;

c. Such Works as, although wholly situate within the Province, are before or after their

Execution declared by the Parliament of Canada to be for the general Advantage of Canada or for the Advantage of Two or more of the Provinces.

With regard to Section 4 of the 1882 amending Act, Chief Justice McRuer quoted from the judgment of Lord Macnaghten in *City of Toronto v. Bell Telephone Co. of Canada*, [1905] A.C. 52, at p. 60, as follows:

...It declares the Act of Incorporation as ...amended and the works thereunder authorized "to be for the general advantage of Canada". It is not very easy to see what the part of the section declaring the Act of incorporation to be for the general advantage of Canada means. As regards the works therein referred to, if they had been "wholly situate within the province," the effect would have been to give exclusive jurisdiction over them to the Parliament of Canada; but inasmuch as the works and undertakings of the company authorized by the Act of incorporation were not confined within the limits of the province, this part of the declaration seems to be unmeaning.

The Chief Justice went on to point out that Section 92(10)(c) of the B.N.A. Act dealt only with works wholly situated within the Province and since the Bell Company falls within the meaning of Section 92(10)(a) in that the lines connect Ontario with other provinces and countries, the declaration that it is a work for the general advantage of Canada has no meaning as it is not a work "wholly situate within the Province".

To deal with the argument that the Northern Electric plant was an integral part of the Bell Telephone operation, which fell under Section 92(10)(a), and therefore was subject to the provisions of the Industrial Relations and Disputes Investigation Act with regard to labour relations, Chief Justice McRuer considered some relevant cases.

In *Reference re Industrial Relations*, (L.G. 1955, p. 952), the Supreme Court of Canada ruled that stevedoring was an integral part of effective operation of steamships and that legislation in relation thereto can be enacted only by the Parliament of Canada. The Chief Justice felt that the *ratio* in the above case would not apply to the case at bar because of the difference in the facts. He ruled the manufacturing of telephone equipment does not become an integral part of telephone communication merely because it is purchased and used by the Bell Company. The manufacturing could be carried on by another company, or the equipment could be purchased elsewhere if Northern Electric ceased to manufacture it. Moreover, he held that the fact that Bell Telephone purchased most of

the plant's output could not determine whether the labour relations at Northern Electric were to be governed by the federal Act or provincial Act. The Chief Justice did not feel that the *ratio* in the *Stevedoring* case brought Northern Electric's operations within the jurisdiction of the federal Parliament.

Chief Justice McRuer commented on *C.P.R. v. A.-G. B.C.*, (L.G., 1950, p. 217), the *Empress Hotel* case, in which it was contended that labour relations between the employers and employees at the CPR hotel were not governed by the British Columbia labour relations Act but came under the Dominion Act. The Judicial Committee of the Privy Council held that the employer-employee relationships were governed by the provincial Act and that the operation of the hotel, while convenient for the railway, was not necessary to the operation of the railway as such.

The Chief Justice then concluded that Section 4 of the amending Act of 1882 referred to works authorized under that Act, but would not extend to the manufacturing operations carried out by a company in which the Bell Company holds a controlling interest. He ruled that the labour relations at the Northern Electric plant were, "*prima facie*, a matter of property and civil rights within the Province and within the competence of the Legislature of Ontario."

He concluded that to adopt the contention of the Communication Workers union would necessitate minute examination of company output to see what the destination of that output was and that the result would create chaos in the administration of the Ontario Labour Relations Act. Chief Justice McRuer, therefore, dismissed the application for prohibition. *Regina v. Ontario Labour Relations Board, Ex Parte Dunn* (1963), 39 D.L.R. (2d), Part 5, p. 346.

Ontario High Court . . .

...upholds Labour Relations Board order giving union leave to prosecute employer

On April 26, 1963, Mr. Justice Schatz of the Ontario High Court dismissed an application for *certiorari* to quash the Ontario Labour Relations Board's order granting a trade union consent to prosecute an employer for an alleged refusal to bargain in good faith for the renewal of a collective agreement. The Court ruled that the Board in granting consent was acting within its jurisdiction, and the question whether the applicant was a trade union

was part of the main issue, and not a collateral one, and so not reviewable by the Court.

The employer, the Hamilton Construction Association and Builders' Exchange, and the union, Local 18 of the United Brotherhood of Carpenters and Joiners of America, had a collective agreement which expired in March 1962. The parties, however, could not agree on the terms of a new agreement and, by reason of the employer's actions, the union charged that the employer had failed to negotiate in good faith and sought permission from the Ontario Labour Relations Board to prosecute the employer. As requested, the Board granted consent to prosecute.

There was no evidence that the union was the certified bargaining agent, but the Court concluded that such a certification had taken place before the previous collective agreement had been signed. It was clear, however, that the employer had been negotiating with the union in question and that during the negotiations for a new agreement no question arose as to the right of the organization to act as a bargaining agent because it was not a trade union.

It was clear also that at the time of the hearing before the Board, Local 18 had within its membership members who were, at least from time to time, superintendents and foremen, and who "exercised managerial functions" and therefore did not come within the definition of "employees" under the Ontario Labour Relations Act.

Mr. Justice Schatz, in his reasons for judgment, stated that he was not concerned with the merits of the proposed prosecution or with the correctness of the Board's decision giving leave to prosecute. He thought that the main questions to be answered were whether the Board had the power and the jurisdiction to make the order, did it exercise its jurisdiction properly, and had the Court the right to review the Board's proceedings.

It was contended for the employer that before the Board could consider the merits of the application for consent to prosecute it had to determine whether the applicant was a trade union; that the order of the Board implied that the applicant was a trade union; that, in determining whether the applicant was a trade union, the Board must not violate the provisions of the Labour Relations Act; that the Board did violate the Act and, therefore, the order made was in excess of or beyond its jurisdiction and thus subject to review by *certiorari*; and that the question of whether

the applicant was a trade union was a collateral matter and, therefore, reviewable by the Court on *certiorari*.

The union contended that the Board acted within its jurisdiction and that the Court had no right to review the proceedings or quash the order, even if the determination of the union's status was collateral to the main issue.

Mr. Justice Schatz stated that the sections of the Act relevant to the issue at bar were Sections 74, 79 and 80. Section 74 states:

S. 74(1) No prosecution for an offence under this Act shall be instituted except with the consent in writing of the Board.

(2) An application for consent to institute a prosecution for an offence under this Act may be made *inter alia* by a trade union and, if the consent is given by the Board, the information may be laid *inter alia* by any officer, official or member of the trade union.

The organization which applied for permission to prosecute claimed to be a trade union. The evidence before the Court indicated that argument was addressed to the Board on the hearing to the effect that the applicant organization could not be a union and, while no specific reference was made to this question in the Board's decision, Mr. Justice Schatz found that it was implicit in that decision that the Board did find the applicant organization to be a trade union entitled to apply for permission to prosecute. This raised the questions: "Did the Board have jurisdiction to make such a decision and did it exercise its jurisdiction properly?" and "Has the Court the right to review the proceedings of the Board?"

Section 80 of the Act reads:

S. 80. No decision, order, direction, declaration or ruling of the Board shall be questioned or reviewed in any court, and no order shall be made or process entered, or proceedings taken in any court, whether by way of injunction, declaratory judgment, *certiorari*, *mandamus*, prohibition, quo warranto, or otherwise, to question, review, prohibit or restrain the Board or any of its proceedings.

Mr. Justice Schatz believed that this section made it necessary to consider the Court's right to review Board decisions in *certiorari* proceedings. He reviewed the authorities which indicated that *certiorari* lies where there is want or excess of jurisdiction when the inquiry begins or during its progress; when there is an error on the face of the adjudication during the exercise of jurisdiction; or where jurisdiction has been abused, e.g., by misstating the complaint, or by disregard of the essentials of justice and the conditions regulating the functions and duty of the tribunal. Further,

the courts are not concerned with the wisdom of the Legislature in giving a particular jurisdiction to an administrative tribunal, but they must ensure that the tribunal adheres to the conferred jurisdiction, that it does not enter an inquiry not within its jurisdiction, and that it does not, after properly entering an inquiry, exceed its jurisdiction, or deprive itself of jurisdiction by doing something unauthorized, or refuse to exercise the conferred jurisdiction.

Next, Mr. Justice Schatz dealt with the question of a collateral matter. He quoted from the decision of Mr. Justice Roach in *Bradley v. Canadian Gen'l Electric*, (L.G. 1957, p. 860) as follows:

When the jurisdiction of an inferior tribunal to decide what I will call the main question before it depends upon a collateral matter, it must, of course, decide that preliminary or collateral matter. It can decide it only on evidence. If there is no evidence, then the existence of the facts on which the tribunal's jurisdiction to proceed further depends has not been established and the tribunal is without jurisdiction to proceed further. If there is evidence then the tribunal weighs it and concludes that the facts on which its further jurisdiction depends either have or have not been proven to exist.

When the decision of the inferior tribunal goes before the Court in *certiorari* proceedings, the Court will weigh the evidence on the collateral matter and decide whether the inferior tribunal's decision on it was right or wrong. The Court, in the exercise of its supervisory powers, is not confined to determining whether there was or was not any evidence before the inferior tribunal on the collateral matter. If there is evidence the Court will weigh it and having weighed it, may completely disagree with the inferior tribunal's decision on the collateral matter.

He went on to point out that the *Bradley* case ruled that, where the matter is not collateral and is part or the whole of the main issue the inferior tribunal decided, the Court is entitled only to examine the record to determine whether there was any evidence before the inferior tribunal. The case also held that the Court can do this only when no privative clause exists. The Court is precluded from doing this in cases where there is a privative clause in the Act creating the tribunal.

Moreover, the *Bradley* case held that the Court, during *certiorari* proceedings when no privative clause exists, had the power to examine the record of the inferior tribunal and the power to quash the decision of the tribunal if an error on the face of the record is apparent. Also, in *certiorari* proceedings, if the inferior tribunal has acted beyond its jurisdiction, then the Court has power to quash the tribunal's decision as having been made without jurisdiction. When a privative clause

exists, however, the Court may only determine whether the tribunal has acted within the limits of its jurisdiction. Mr. Justice Roach, in the *Bradley* case, defined collateral matter in the following words: "a collateral matter must be something lying aside from the main issue and in that sense extrinsic to it."

Mr. Justice Schatz noted that the cases decided before 1962 had to be read not only in the light of the privative Section 80 of the Labour Relations Act, but also of Section 79 as amended 1961-62 (Ont.), c. 68, S. 13. He concluded that the Court, in the case at bar, was entitled only to determine whether the Board had acted within its jurisdiction, including the question whether the Board had abused or lost its jurisdiction after properly entering the inquiry.

The powers and jurisdiction conferred by Section 79 of the Act as amended are:

79(1) The Board has exclusive jurisdiction to exercise the powers conferred upon it by or under this Act and to determine all questions of fact or law that arise in any matter before it, and the action or decision of the Board thereon is final and conclusive for all purposes, but nevertheless the Board may at any time, if it considers it advisable to do so, reconsider any decision, order, direction, declaration or ruling.

Mr. Justice Schatz believed the section as amended gave the Board "wide and all-embracing powers." He said he had considered Mr. Justice Laidlaw's decision in *R. v. Ontario Labour Relations Board, Ex. p. Ontario Food Terminal Board* (L.G., Oct., p. 909) as to the validity of the amended Section 79, but he believed he had to accept and apply the statute as he found it. At the same time, he thought it was necessary "to consider the limits of the jurisdiction granted by the statute." He ruled that the duties and powers conferred by Section 79 gave the Board the right to make the decision that had been challenged in the case at bar. Mr. Justice Schatz stated that whether or not a trade union existed must be determined in many matters before the Board and to say that the Board did not have the jurisdiction to make such a determination would interfere with "the operations of the Board as they were contemplated in its establishment."

Furthermore, Mr. Justice Schatz ruled that the question of whether the applicant was a trade union was part of the main issue and not a collateral issue. He felt that the Board had properly entered the inquiry and was within its jurisdiction.

It was contended for the employer, however, that the Board "acted in excess of or abused its jurisdiction" by making a decision in contravention of the provisions of the Act. Moreover, it was argued that the Ontario Labour Relations Act is based on the principle of dealing with two opposing groups, employers and employees. The Act, in defining a "trade union," states that it "means an organization of employees."

Section 1(1)(j) of the Act defines a trade union as follows:

1(1)(j) "trade union" means an organization of employees formed for purposes that include the regulation of relations between employees and employers and includes a provincial, national or international trade union.

It was contended that this definition confines membership of a trade union to employees only. It was submitted that evidence clearly showed, however, that the applicant union had within its membership persons of managerial status and therefore could not be a trade union. It was further argued that the Board, finding that the applicant was a trade union, contravened the Act and violated the true intent and meaning of the Act.

Mr. Justice Schatz noted that Section 1(3)(b) of the Act reads as follows:

1(3) For the purposes of this Act, no person shall be deemed to be an employee,

(b) who, in the opinion of the Board, exercises managerial functions or is employed in a confidential capacity in matters relating to labour relations.

The evidence showed that about 75 per cent of superintendents and non-working foremen remained and participated fully as active members of Local No. 18 after their appointment to those positions. Counsel for the employer claimed that the decision of the Board that the applicant was a union in the light of this evidence constituted an abuse of or an excess of the Board's jurisdiction and therefore was subject to review on *certiorari*.

Mr. Justice Schatz disagreed. He ruled that this was a matter that the Board had jurisdiction to determine and, in view of the past history of the union and the evidence before the Board, he did not consider that the action of the Board was such a disregard of its statutory duty or of the provisions of the Act or so contrary to the true intent and meaning of the Act that it would constitute an abuse of jurisdiction.

Further, Mr. Justice Schatz added that, even if the question of the said Local being a trade union were a collateral issue, and even if the Court could then review the evidence with a view to quashing the Board's decision, he would not disagree with the Board's finding.

The Court dismissed the application to quash the order of the Board. *Re Hamilton Construction Association & Builders' Exchange and Ontario Labour Relations Board*, (1963), 39 DLR (2d), Part 5, p. 338.

Recent Regulations under Provincial Legislation

P.E.I. sets minimum wage for potato warehousemen. Alberta issues apprenticeship regulations for appliance servicemen and Saskatchewan issues first trade rules for machinist trade

In Prince Edward Island, a new male minimum wage order was issued, establishing a minimum wage of 85 cents an hour for potato warehousemen.

Alberta recently published its first apprenticeship regulations for the trade of appliance serviceman.

In Saskatchewan, the machinist trade was recently brought under the Apprenticeship and Tradesmen's Qualification Act and the first trade rules were issued.

Quebec has revised its plumbing code to bring it into line with technical developments in the field.

The regulations under the New Brunswick Workmen's Compensation Act have been re-issued with a few changes.

Alberta Apprenticeship Act

In Alberta, the Provincial Apprenticeship Board recently issued its first apprenticeship regulations for the trade of appliance serviceman, which was declared an apprenticeable trade in September 1962.

To be eligible for apprenticeship in the trade of appliance serviceman, an applicant must be at least 16 years of age and have not less than Grade 10 education with Mathematics 10 or Mathematics 12, or equivalent. An applicant who has not Grade 10 standing, however, may become an apprentice with the approval of the Director of Apprenticeship after appropriate examination.

The term of apprenticeship is four years, including a three-month probationary period, with the customary allowance for vocational or technical training or previous experience in the trade. The term of apprenticeship is also four years in 12 other designated trades, including the trades of electrician, radio technician and refrigeration mechanic.

An employer engaged in the appliance serviceman trade who employs a journeyman or who is himself a journeyman may

hire one apprentice, except that, where circumstances warrant it, the Local Advisory Committee may recommend that additional apprentices be employed.

The requirements with respect to attendance at educational classes, the instruction and practical training to be given by employers, annual certificates of progress and final certificates of qualification, and hours of work are similar to those in other provincial apprenticeship rules.

During the first year of employment, an apprentice in the trade of appliance serviceman must be paid not less than 55 per cent of the prevailing journeyman's wage. This rate must be increased to 65 per cent the second year and to 75 per cent the third year. In the fourth year of apprenticeship, the minimum payable to an apprentice is 85 per cent of the journeyman's rate.

The new regulations were gazetted on October 15 as Alta. Reg. 450/63.

N.B. Workmen's Compensation Act

In New Brunswick, the regulations under the Workmen's Compensation Act have been re-issued with a few changes. The revised regulations were approved by O.C. 63-729 and gazetted on October 16.

The following industries have been added to Part I of the Act: the New Brunswick Electric Power Commission, the Workmen's Compensation Board, and the cutting of Christmas trees.

A new provision authorized the Workmen's Compensation Board to pay compensation to a workman or his dependants who reside outside the province of New Brunswick, for injuries or death occurring within the province. Payment will be made only in cases where the laws of the province, state or country in which the workman or his dependants reside provide for

compensation payments comparable to those provided by the New Brunswick legislation for residents of the province.

Another new provision sets out the procedure to be followed when matters are referred to a medical referee.

P.E.I. Male Minimum Wage Act

In Prince Edward Island, a new male minimum wage order establishing a minimum wage of 85 cents an hour for potato warehousemen, approved by Minute-in-Council 611/63, was gazetted October 19, to take effect from date of publication.

This 85-cent-an-hour rate applies to all male workers employed in the handling, grading or bagging of potatoes in a potato warehouse other than on farm premises.

A general order for men issued last May set a minimum wage of 90 cents an hour, with provision for increases to 95 cents an hour on November 1, 1963 and to \$1 an hour on May 1, 1964. Among other exemptions, this general order excluded male employees under the age of 21 and persons employed in the grading, bagging or packaging of potatoes on farm premises.

Quebec Pipe Mechanics Act

Quebec has revised its Plumbing Code to bring it into line with technical developments in the field.

Cited as "The Plumbing Code of the Province of Quebec," the revised Code was drawn up by a committee composed of the Board of Examiners of Pipe Mechanics and representatives of the Corporation of Plumbing and Heating Contractors of the Province of Quebec. It was approved by O.C. 1189 on July 19 and gazetted October 26, to go into force on January 1, 1964, replacing a 1951 edition of the Code.

As before, the Minister of Labour has general responsibility for this legislation, which is administered by the Board of Examiners of Pipe Mechanics.

The Code applies to all plumbing installations, including alterations and additions, and to gas installations in all municipalities with a population of 5,000 or more, with the exception of those enforcing a municipal by-law with at least equivalent standards. The Code sets out detailed stand-

ards governing plumbing installations. No plumbing system may be installed or altered without a permit from the Board. (A permit is not required for minor repairs, however.)

Only a licensed plumbing contractor may obtain a permit, and he is required to submit plans and specifications when applying for a permit. The work must be inspected by the Board before the installation is put into use.

The Code also includes standards for gas installations.

Saskatchewan Apprenticeship and Tradesmen's Qualification Act

In Saskatchewan, the machinist trade was recently designated a trade under the Apprenticeship and Tradesmen's Qualification Act, and the first trade rules were published on October 25th and went into force on November 1.

In the regulations (O.C. 1839/63), the "machinist trade" is defined as the skillful operation and care of machines and hand tools required to turn, shape, bore, drill, broach, or grind either metal or plastic substances into any shape, and to a finish and tolerance as may be required.

The minimum number of hours to be worked before a person may obtain a certificate of journeyman's status in the machinist trade is 8,000 hours, including time credits for appropriate trade training.

The ratio of apprentices to journeymen in any establishment is one to one, except that an employer who does not employ any journeymen is allowed one apprentice.

A provincial quota is also set. The total number of registered apprentices may not exceed one third of the total number of journeymen engaged in the machinist trade in the province.

In line with the practice in other trades, the regulations permit one person in any establishment who is engaged full-time in the business of the machinist trade, who is not a journeyman and who regularly works at the trade, to enter into a contract of apprenticeship with the Director of Apprenticeship. This provision makes it possible for proprietors of small machine shops, particularly in rural areas, to take advantage of training opportunities.

UNEMPLOYMENT INSURANCE NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance benefit on September 30 virtually same as total month and year earlier

Claimants for unemployment insurance benefit numbered 186,300 on September 30. This figure was a little more than 3 per cent below the total of 192,500 on August 30 and about 6 per cent below the figure of 197,800 on September 28, 1962.

Slightly more than 25 per cent of the claimants had been on continuous claim for more than 13 weeks.

Initial and renewal claims filed during September numbered 92,900—nearly 10 per cent more than the 86,200 in August, but 5 per cent fewer than the 98,300 in September 1962. Of the total claims in September this year, about 88,000, or 95 per cent, were on behalf of persons who had been separated from employment during the month.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in September was estimated at 133,000, compared with 141,900 in August and 142,600 in September 1962.

Payments during the month totalled \$12,500,000, compared with \$14,000,000 in August and \$12,700,000 in September 1962.

The average weekly payment per person was \$23.54 in September, \$23.50 in August and \$23.36 in September 1962.

Insurance Registrations

Insurance books or contribution cards have been issued to 4,732,719 employees who have made contributions to the Unemployment Insurance Fund at one time or another since April 1.

On September 30, registered employers numbered 338,102, an increase of 333 since August 31.

Enforcement Statistics

During September, 11,796 investigations were conducted by enforcement officers across Canada. Of these 7,613 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 323 were miscellaneous investigations. The remaining 3,860 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 283 cases, 121 against employers and 162 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,762.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in September totalled \$29,718,170.57, compared with \$29,579,502.02 in August and \$28,446,807.50 in September 1962.

Benefits paid in September totalled \$12,527,626.72, compared with \$14,007,036.69 in August and \$12,664,200.98 in September last year.

The balance of the Fund on September 30 was \$24,291,408.68; on August 31 it was \$7,100,864.83, and on September 30, 1962 it was \$75,616,370.94.

*These do not necessarily relate to the investigations conducted during this period.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

Monthly Report on Placement Operations of the NES

Placement operations in National Employment Offices maintained a high level during October.

Of the total of 106,200, male placements during October amounted to 75,300 or 70.9 per cent. In the ten months of 1963 ending in October, 972,900 placements were effected, 13.9 per cent lower than at the end of the previous October, but higher than in any other postwar year. Of the ten-month total, some 651,400 of the workers placed were males, and 321,500, females.

Vacancies notified by employers during the month numbered 136,600, of which 92,400, or 67.6 per cent, were for men and 44,200 for women. In comparison with October 1962, vacancies for male workers were lower by 9.0 per cent, and those for female workers showed a slight loss, with a resultant over-all decrease of 7.4 per cent.

For the first ten months of 1963, vacancies notified totalled 1,209,300. This

is about midway between the record volume of the corresponding ten months in 1962 and the number reported in the same period in 1961.

The regional distribution of placements in October 1963 and in the ten months ended in October 1963 was:

<i>Region</i>	<i>October</i>	<i>Ten Months Ended October</i>
Atlantic	8,400	68,800
Quebec	29,100	269,500
Ontario	40,100	342,300
Prairie	19,000	170,200
Pacific	9,600	122,200

During October, 6,400 or 6.0 per cent of all placements involved the movement of workers from one area to another, a slightly larger proportion than in October a year ago.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2248, October 9, 1963

Summary of the Main Facts: The claimant, 73 years of age, filed an initial application for benefit on December 12, 1962 and was registered for employment as a hand presser. He had worked for a manufacturing tailor from 1957 to December 7, 1962, when he became separated from his employment. He explained that he had worked full time until December 7 but was now working short time, that is, every other week.

In the Confirmation of Separation (Form UIC 479) the employer stated: "For reasons of age and health, this man will be working on a part-time basis from now on. It is expected that he will work alternate weeks. Another person in same physical condition will do the same, so that between the two the job will be kept up." The claim was allowed.

A medical certificate, dated January 8, 1963, stated that the man "does periodically suffer from bronchitis and asthma but is quite capable of doing suitable work, if available. He is in good health otherwise."

On February 7, during a week that he was off, the claimant broke his wrist. In a report of possible disqualification (Form UIC 493A) addressed to the insurance

officer on March 7, the manager of the local office stated:

... Claimant has been working on a short-time basis . . . (alternate weeks). The last week he worked was week of 27 Jan. to Feb. 1. On the 7 Feb. he injured his wrist and had to give this job up (temporarily). Is claimant entitled to benefits while sick. Claimant shows sickness from 10 Feb. 1963.

A note made March 14 on the Form UIC 493A pointed out that the injury occurred during the claimant's week off.

The insurance officer disqualified the claimant and suspended benefit from February 10, 1963, because he had ceased to work by reason of injury (section 66 of the Act). The insurance officer notified the claimant of the disqualification in a letter dated March 19, 1963.

The claimant appealed to a board of referees on the ground that as he was already on claim, he should have continued to receive benefit.

In the submission to the board of referees dated April 18, 1963, the insurance officer stated:

On 11 April 1963 the local office called the employer who stated that the claimant had worked the week commencing 27 January 1963 (all week) and the week commencing 3 February 1963 was his regular week off. He was to have reported for work on 11 February 1963 but did not because of injury.

The unanimous decision of the board of referees which heard the case on May 3 quoted the claimant's union representative that the claimant hurt his wrist during "the week he was on claim and, as he was supposed to have reported for work the following week, he was unable to do so because of his injury. Section 66 of the Act states in part that 'no person who has become entitled to receive benefit and subsequently, while he otherwise continues to be so entitled, becomes incapable of work by reason of illness, injury or quarantine, is disqualified from receiving benefit by reason of such illness, injury or quarantine, etc.' " The board's decision continued:

The board, after considering the evidence and statements, is of the opinion that the claimant is entitled to benefit as he had been drawing the same prior to his injury. Although CUB 1238 (L.G. 1956, p. 888) dismisses an appeal by an insurance officer from a decision of a board such as this, CUB 1240 (L.G. 1956, p. 889) in our opinion does not apply. We find that:

(a) the claimant ceased to work on 10 Feb. 1963, by reason of injury.

(b) the board has been asked to find whether or not the claimant should be disqualified from receiving benefit for the duration of his incapacity commencing 10 Feb. 1963, and we find that because the claimant suffered injury while on benefit that he not be disqualified from receiving benefit but that he is entitled to obtain the same.

The appeal is allowed.

The insurance officer appealed to the Umpire on June 24, 1963, and said:

The board of referees erred in allowing the claimant's appeal against the insurance officer's decision with respect to the disqualification imposed under section 66 of the Act because the claimant did in fact lose his employment or cease to work because of injury and there was work for him on his next regular working day.

The insurance officer's grounds of appeal, which are contained in a submission received in the office of the Umpire on July 4, 1963, read:

... 2. Subsequently, while reporting on continuing claim, the claimant submitted a certificate of illness which certified to the fact that on February 7, 1963 he had suffered a fracture of his right wrist and, in the opinion of the doctor, would be unable to resume work until approximately 22 March 1963. The claimant had worked the full working week commencing 27 January 1963, and was off work during the week commencing 3 February 1963, on his regular pattern of working alternate weeks. But for his injury, he would have worked again the full working week commencing 10 February 1963.

3. It is submitted that a person who becomes ill or is injured while working less than full time, on a regular pattern, is disqualified from receiving benefit under section 66 as from his next regular working day, because he has in fact lost his employment or ceased to work

by reason of illness or injury, as the injury is the only cause which prevented him from working on his regular working day (CUB 1977).

4. The fact that the claimant fulfilled the first part of section 66, in that he had already become entitled to receive benefit and was continuing to be so entitled at the time he became ill, is not a determining factor in this case, since the last part of section 66 specifically provides for the disqualification of a person who has lost his employment or ceased to work by reason of illness or injury even if he fulfills the first part of section 66.

5. The claimant's loss of employment on 10 February 1963, was by reason of the injury which he suffered on 7 February 1963. There was no gap in the claimant's pattern of employment, and this fact is clearly borne out by the evidence presented.

6. It is respectfully submitted that the board of referees' decision be reversed.

The Amalgamated Clothing Workers of America, Local 210 and 521, requested an oral hearing of the case before the Umpire, which was held in Ottawa on September 27, 1963. The claimant was represented by an official of the Canadian Labour Congress, and the Commission by one of its solicitors.

Considerations and Conclusions: The record shows that the claimant's contract of employment called for working on alternate weeks and that the only reason he did not work in accordance with the terms of his contract on February 10, 1963 was because he had become incapable of work by reason of injury on February 7, 1963.

Under those circumstances I consider that, in accordance with the principles established by the Umpire in decisions CUB 1240 and CUB 2202, the fact that the claimant fulfilled the first part of section 66 of the Act is not a determining factor in his case since the last part of that section unconditionally provides for the disqualification of a person who has lost his employment or has ceased to work by reason of illness, etc. The jurisprudence established by the Umpire in the aforementioned decisions is distinctly to the effect that a person who has become incapable of work by reason of illness, etc., while working on a short time basis on a regular pattern is, pursuant to section 66 of the Act, disqualified from receiving benefit as from his next regular working day.

In view of the foregoing, I decide to reverse the decision of the board of referees and to allow the insurance officer's appeal.

Decision CUB 2249, October 9, 1963

Summary of the Main Facts: The claimant filed an initial application for benefit on March 4, 1963 and was registered for

employment as a routeman. He had worked for a dairy company as a routeman from July 7, 1961 to February 25, 1963, when, according to his statement in the application, he was "Fired. My employer states I hooked my bumper on the loading chute and deliberately backed up."

The Confirmation of Separation (Form UIC 479), which was completed by the employer and received in the local office on March 11, 1963, states: "Work was unsatisfactory."

The local office wrote to the employer on March 11 and requested further information in regard to the claimant's separation from employment. The employer's reply, dated March 18, 1963, reads:

As previously stated this man's work had been unsatisfactory previous to being fired but when his employment was discontinued he did damage to a company vehicle to the amount of \$65.83. An independent witness was called in and advised that a charge of wilful damage be laid.

The insurance officer disqualified the claimant and suspended benefit from March 3 to April 6, 1963, inclusive, on the ground that "you were responsible for losing your employment . . . on 25 February 1963 and are therefore considered to have left this employment voluntarily, without just cause within the meaning of the Unemployment Insurance Act." (section 60(1) of the Act). The insurance officer notified the claimant of this disqualification in a letter dated March 21, 1963.

The claimant appealed to a board of referees. The board of referees, at a session held on May 3, 1963, adjourned the hearing of the case in order that a report of the findings of the arbitration board could be made available to it.

The arbitration board considered the grievance on May 3. That board's award reads:

The grievor . . . complained to the Board that he had been discharged by the Company, not "for cause" as is provided in the collective bargaining agreement.

IT APPEARING that after evidence was led by the parties, it seemed prudent to attempt to effect a conciliation of the matters in dispute between them; and

IT APPEARING the grievor had been suspended on February 26, 1963, and had therefore been out of employment for two months and five days as of the date of the hearing, and had been unemployed since that date; and

IT APPEARING that, however culpable the grievor may or may not have been for the event of February 25, 1963 that was the immediate cause of his suspension, the cessation of his employment for two months and

five days was adequate punishment for any responsibility he may have had for the event in question; and therefore,

BY CONSENT OF THE PARTIES, IT IS HEREBY ORDERED:

1. That the grievor be restored to employment by the Company, effective May 2, 1963;

2. That the nature of his employment with the Company be the same as it was before February 25, 1963;

3. That the grievor suffer no monetary decrease in his rate of income from the time of his previous employment to his re-employment; and

4. That no action be taken against the grievor by the Company for his alleged negligence of February 25, 1963.

The insurance officer informed the board of referees as follows:

The board's attention is drawn to the fact that the claimant was reinstated on his job effective 2 May 1963 and such reinstatement was not made retroactive to the date he was dismissed by his employer, namely 25 February 1963. In view of this, the insurance officer has made no change in the decision as it is considered that the period of time the claimant was off was considered a penalty by the arbitration board.

The board of referees heard the case on June 5, 1963. The claimant and his representative attended the hearing. The decision of the board of referees reads:

We have before us for consideration the text of the award made under the terms of The Collective Bargaining Agreement Board of Arbitration and we quote: "It appearing that however culpable the grievor may or may not have been for the event of February 25, 1963, that was the immediate cause of his suspension, that the cessation of his employment for two months and five days was adequate punishment for any responsibility he may have had for the event in question."

We find that the claimant was responsible for losing his employment . . . from the 25 February to the 2 May 1963 . . .

Our unanimous decision is that the appeal be dismissed and the qualification imposed by the insurance officer confirmed.

The Canadian Labour Congress appealed to the Umpire on the ground that the board of referees had failed to heed the relative jurisprudence under the Unemployment Insurance Act. The Congress also requested an oral hearing of the case before the Umpire, which was held in Ottawa on September 27, 1963.

Considerations and Conclusions: According to the information contained in the record, the claimant lost his employment on February 25, 1963 because his "work had been unsatisfactory previous to being fired." It is only after he had been discharged that, as the employer said after being told the story by a so-called "independent witness" who at no time was requested to give evidence orally or in writing, the said claimant allegedly "did damage to a company vehicle."

(Continued on page 1136)

WAGE SCHEDULES

Wage Schedules Prepared and Contracts Awarded during October

Works of Construction, Remodelling, Repair or Demolition

During October the Department of Labour prepared 280 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 184 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 196 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Northern Affairs and National Resources, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practices;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in October for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	170	\$922,176.00
Post Office	6	58,124.00
Public Works	4	27,636.00
Royal Canadian Mounted Police	16	62,208.61

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during October

During October the sum of \$2,063.32 was collected from four contractors for wage arrears due their employees as a result of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 45 workers concerned.

Contracts Containing Fair Wage Schedules Awarded in October

DEPARTMENT OF AGRICULTURE

Kapuskasing Ont: Mattagami Construction Co Ltd, alterations to pole barn & implement storage bldg. *near Fork River Man:* J S Quinn Construction Co Ltd, construction of Mossy River Dam. *near Russell Man:* Beattie Ramsay Construction Co Ltd, construction of Assiniboine River Project—Shellmouth Dam (Contract No 1—test fill). *Lacombe Alta:* Lockerbie & Hole Western Ltd, installation of water conditioning equipment for steam heating, Experimental Farm.

ATOMIC ENERGY OF CANADA LIMITED

Whiteshell Man: Simon-Day Ltd, Day of Canada Division, installation of ventilation system, WR-1 Reactor, Nuclear Research Establishment.

CENTRAL MORTGAGE AND HOUSING CORPORATION

Montreal Que: B & N Services Inc, installation of refrigerators in Boulevard Pie IX Apts; Arco Appliance Co, installation of gas ranges in Boulevard Pie IX Apts & Villeray Terrasse Apts; St Lawrence Steeplejacks, interior painting of public areas, Boulevard Pie IX Apts; St Lawrence Steeplejacks, interior painting of apts, Terrasse Belleville; St Lawrence Steeplejacks, interior painting of apts, Boulevard Pie IX Apt. *Val d'Or Que:* Nazalpino Construction, renovations to exterior stairs & balcony platforms of housing project. *Ville St Michel Que:* Connolly & Twizell Ltd, renovations to boiler rooms at Terrasse St Michel Housing Project. *Pinawa Man:* Louis Ducharme & Associates Ltd, construction of service station (AECL Job 52).

In addition, this Corporation awarded 13 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Seven Islands Indian Agency Que: Tremblay & Lapointe Inc, construction of teacher's residence & extension to Romaine Indian day school, Gethsemani. *Kenora Indian Agency Ont:* Dick Bond Ltd, gravelling & grading of road, Islington IR No. 29; Jack H Edwards Diamond Drilling Ltd, installation of sewage disposal system, Kenora IRS. *Sault Ste Marie Indian Agency Ont:* Towland Construction Ltd, rock cuts, Spanish River Reserve. *Meadow Lake Indian Agency Sask:* Bauman's Plumbing & Heating, revisions to sewage disposal system, Beauval IRS. *Edmonton Indian Agency Alta:* Gateway Electric Ltd, electrical wiring of houses & porches, Alexander IR. *Fort Vermilion Indian Agency Alta:* Peace River Sheet Metal Works Ltd, replacement of heating system, Fort Vermilion IRS. *Saddle Lake Indian Agency Alta:* Hamilton Construction Co Ltd, construction of road, Cold Lake Reserve, Rousseau Equipment Ltd, gravelling & repairs to roads, Saddle Lake & Goodfish Lake Indian Reserves. *Stuart Lake Indian Agency B C:* K Moore & Co Ltd, replacement of water supply line, Lejac IRS.

DEFENCE CONSTRUCTION (1951) LIMITED

Summerside P E I: Curran & Briggs Ltd, reconstruction of parking apron at hangars 2, 3 & 4, RCAF Station. *Dartmouth N S:* Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, replacement of transformer structures, RCNAD; Pryor

Construction Ltd, construction of helicopter haul-down pad, HMCS *Shearwater*. *Halifax N S*: Foster Wheeler Ltd, replacement of stoker in CHP, HMCS *Stadacona*; Steen Mechanical Contractors Ltd, installation of refrigeration system, Osborne Head. *Shearwater N S*: Trynor Construction Co Ltd, asphalt repairs to runway 02-20, RCN. *Longue Pointe Que*: Jack Braithwaite Industries, replacing asphalt shingles on four bldgs, Ordnance Depot. *Montreal Que*: Citadel Plumbing & Heating Corp, installation of two oil-fired boilers, Armoury, 4625 St Catherine St West. *Ville La Salle Que*: Always Maintenance Construction Ltd, repair & floodcoating roofs of three bldgs, HMCS *Hochelaga*; Bemac Protective Coatings Ltd, repairs to upper roof of wardroom, HMCS *Hochelaga*. *Camp Borden Ont*: E S Fox Plumbing & Heating Ltd, relocation of water line (lecture training bldg No 182). *Trenton Ont*: H J McFarland Construction Co Ltd, repairs to runway 06-24, RCAF Station; Quinte Roofing Ltd, reroofing four bldgs, RCAF Station. *Portage la Prairie Man*: Majestic of Canada, installation of forced air gas furnaces in 186 PMQs, RCAF Station. *Moose Jaw Sask*: A W Homme Ltd, supply & installation of jet fuel storage & handling facilities, RCAF Station. *Edmonton Alta*: Burns & Dutton Construction (1962) Ltd, supply & installation of enlarged main transformer in substation, Griesbach Barracks. *Aldergrove B C*: Wrights' Canadian Ropes Ltd, farm fencing. *Chilliwack B C*: Permasteel Engineering Ltd, erection of steel prefabricated bldg. *Comox B C*: Miller Cartage & Constructing Ltd, installation of storm sewers, RCAF Station. *Vancouver B C*: General Construction Co, improving drainage & rebuilding roadways, South Jericho.

DEPARTMENT OF DEFENCE PRODUCTION

Charlottetown P E I: John Wilson, renovations to boiler room, Armoury. *Summerside P E I*: Berken Painting Co, repainting interior of Hillcrest housing units. *Bedford N S*: Northern Roofing & Metal Workers Ltd, renewal of roofing on bldgs 40 & 142, RCN Magazine. *Halifax N S*: James F Lahey Ltd, interior painting of bldgs, DND (Army); Martin & Moore Ltd, exterior painting of various bldgs, HMCS *Stadacona*; L E Powell & Co Ltd, repairs to timber cribwork, shore protection, Osborne Head Gunnery Range; L G & M H Smith Ltd, replacement of crane rail system, jetty No. 3, HMC Dockyard. *Newport Corner N S*: Ralph & Arthur Parsons Ltd, repairs to bridge & culverts, Naval Radio Station. *Valcartier Que*: Belleville Ent & Construction Inc, installation of ventilation & reset insulation in PMQs, Garceau St, Camp. *Camp Borden Ont*: Fiber-Plast Co Ltd, application of plywood & epoxy laminate around bathtubs in 100 PMQs, RCAF Station. *Hamilton Ont*: L A Oliver, reshingling exterior walls of bldgs Nos 2 & 5, HMCS *Star*. *Kapuskasing Ont*: Cypress Rapids Construction Ltd, repairs to foundations, Armoury. *Kingston Ont*: L M Welter Ltd, replacement of manholes on distribution system. *Petawawa Ont*: Edmund Turcotte, installation of reinforced concrete floors in Camp. *Alsask Sask*: C M Miners Construction Co Ltd, renovation of GATR bldg. *Cold Lake Alta*: Crusader Fence Ltd, installation of security fencing, RCAF Station; Norma Nilsen Construction Ltd, construction of mezzanine floor in mobile support bldg, RCAF Station. *Comox B C*: Ed Sawchuk Contracting Co Ltd, construction of flight lunch preparation room, combined mess, RCAF Station. *Nelson B C*: Biltmore Millwork & Construction, renovations to Armoury. *Victoria B C*: Smith-Anderson Co Ltd, asphalt roofing of bldgs Nos 1058 & 1125, Work Point Barracks.

In addition, this Department awarded 61 contracts containing the General Fair Wages Clause.

DEPARTMENT OF FISHERIES

Qualicum Beach B C: Skyline Construction Ltd, construction of bungalow.

NATIONAL HARBOURS BOARD

Halifax N S: Pryor Construction Ltd, construction of office bldg, Shed 23. *Montreal Que*: Cambrian Construction Ltd, construction of transit shed, Section 66. *Three Rivers Que*: Cap Construction Ltd, construction of transit shed, Sections 13 & 14 (Stage No 1). *Vancouver B C*: Brockbank & Hemingway Ltd, construction of restaurant at Campbell Avenue Fishermen's Wharf.

DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

St John's Nfld: Royle Excavating Co Ltd, paving of sidewalks & parking area, Signal Hill National Historic Park. *Port Royal N.S.*: Acadia Construction Ltd, paving of parking area, Port Royal National Historic Park. *Quebec Que*: Boyles Bros (Quebec) Ltd, drilling

of drainage holes under Dufferin Terrace. *Prince Albert National Park Sask:* P A Electric Service Centre Ltd, installation of underground wiring for electrical distribution, Waskesiu marina development. *Banff National Park Alta:* G C McLeod & Co Ltd, construction of sewage disposal system, Upper Lake Louise.

In addition, this Department awarded two contracts containing the General Fair Wages Clause.

POST OFFICE DEPARTMENT

This Department awarded 43 contracts containing the General Fair Wages Clause.

PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

Elora Ont: Pearce Construction Ltd, construction of sanitary sewers & sewage pumping stations (Contract A); Johnson Bros Co Ltd, construction of sewage treatment plant (Contract B). *Wingham Ont:* Cornell Construction Co Ltd, construction of sanitary sewerage system & storm sewers. *Charleswood Man:* Simkin's Construction Co, construction of interceptor, Chalfont St to Dieppe Road; Patrick Construction Co Ltd, construction of interceptor on Roblin Blvd from Dieppe Road to Community Row; Simkin's Construction Co, construction of interceptor on Community Row from Roblin Blvd to Perimeter Highway & Wilkes Ave. *St James & Charleswood Man:* Nelson River Construction & Rowland Claydon Construction, construction of three pumping stations, comminutor stations & gate chambers, Conway & Portage Sts, Ainslie & Assiniboine Sts & Woodhaven & Assiniboine Sts; Macaw & MacDonald Ltd, construction of pumping station & gate chamber, Community Row & Roblin Blvd. *West St Paul Man:* Peter Leitch Construction, construction of sludge drying beds, Perimeter Highway north; Inspiration Ltd, supply & installation of sludge forcemain, north end treatment plant to Perimeter Highway east. *Winnipeg Man:* Simkin's Construction Ltd, extensions to north end sewage treatment plant (Contract B); Nelson River Construction & Simkin's Construction, construction of St James interceptor, Conway S to Harris Blvd; Bird Construction, construction of Perimeter Road sewage pumping station, Wilkes Ave & 1000' E of Perimeter Highway; Associated Plumbing & Heating Ltd, alterations to Ash St & Marion St pumping stations; Nelson River Construction Ltd, construction of Marion St forcemain & bridge crossing; Nelson River Construction & Pearson Construction, construction of Assiniboine River & Sturgeon Creek crossings, St James interceptor.

DEPARTMENT OF PUBLIC WORKS

Burgeo Nfld: J J Hussey Ltd, construction of fisheries officer's residence. *Daniel's Harbour Nfld:* Vaughn Construction Co Ltd, construction of fisheries officer's residence. *Gaskiers Nfld:* Benson Builders Ltd, wharf improvements. *Grand Bank Nfld:* H. Drover & Co. Ltd, breakwater repairs. *Gull Island Nfld:* Spracklin & Reid Ltd, dredging (removal of rocks). *Hant's Harbour Nfld:* Avalon Construction & Engineering Co Ltd, breakwater repairs. *Portugal Cove South Nfld:* Avalon Construction & Engineering Co Ltd, breakwater repairs. *Red Cove Nfld:* Guy H Eveleigh, construction of landing wharf. *St John's Nfld:* Benson Builders Ltd, harbour improvements (gate house). *Tors Cove Nfld:* Tors Cove Trading Co Ltd, wharf extension.

Alberton P E I: Ralph Ford, harbour improvements (transit shed). *Auld's Cove N S:* F W Digdon & Sons Ltd, harbour improvements (dredging & wharf extension). *Cape John N S:* R A Douglas Ltd, wharf repairs. *Halifax N S:* L G & M H Smith Ltd, construction of retaining wall, Fisheries Research Board. *Hall's Harbour N S:* Colin R MacDonald Ltd, breakwater reconstruction. *Lower Wedgeport N S:* Vincent M Babin, breakwater repairs. *Meteghan River N S:* Bernard & Gerard Lombard, breakwater repairs. *Pondville N S:* Gerald J Forgeron, west breakwater repairs. *Pugwash N S:* R A Douglas Ltd, construction of wharf. *Andover N B:* Coronet Paving Ltd, alterations to exterior canopy, Customs & Immigration Bldg. *Rexton N B:* Century Construction Ltd, exterior repairs & alterations to post office bldg.

Contrecoeur Que: Les Entreprises Jean R Denoncourt Enrg, construction of retaining walls; Welco Construction Inc, construction of protection works on Mr Y Reed's property, St Laurent du Fleuve. *Deschaillons Que:* Edmond Bouchard Ltd, wharf repairs. *Grande Riviere Que:* Bisson Construction Inc, harbour repairs. *Gros Cap M I Que:* Emmanuel LeBlanc, wharf repairs. *Kenogami Que:* Girard & Freres Enr, interior alterations, Post Office Bldg. *Lac Duparquet Que:* Charest Construction Ltd, wharf repairs. *Lanoraie Que:* Turnbull Construction Inc, construction of protection works. *Matane Que:* Allmo Paving Ltd, construction of protection works. *Matapedia Que:* Kelly Construction Co Ltd, repairs to Matapedia Bridge. *Mont Joli Que:* C Maurice Ross, alterations & addition to federal

bldg. *Mont Louis Que*: Chabot & Chabot, Gaspe Copper Wharf repairs. *Pointe au Pic Que*: Claude Belley, construction of protection works. *Quebec Que*: Auguste A Albert, wharf improvements, Queen's Wharf. *St Augustin Que*: Rosaire Savard, construction of protection works (Lots 424-425). *St Romuald (Garneau Beach) Que*: Arthur Simoneau, construction of protection wall. *Sept Iles Que*: Norman & Fils Inc, construction of rock mound & groyne. *Sorel Que*: Raoul Aussant, repairs to roof, federal bldg. *Warwick Que*: G Beaudet & Cie Ltd, repairs to federal bldg.

Brooklin Ont: Gorsline Construction Ltd, construction of post office bldg. *Carleton Place Ont*: J R Statham Construction Ltd, addition to WSAC Bldg for Civil Service Commission. *Gull Bay Ont*: MacLeod Construction Co Ltd, construction of school, two staff units, powerhouse, etc, Port Arthur Indian Agency. *Hamilton Ont*: M Koblik Construction, installation of washroom facilities, Postal Terminal "A". *Kemptville Ont*: J R Statham Construction Ltd, addition to WSAC Bldg for Civil Service Commission. *Kingston Ont*: Emmons & Mitchell Construction Ltd, reconstruction of west wall, Penitentiary. *Ottawa Ont*: Federal Electric Contractors Ltd, installation of emergency lighting, Supreme Court Bldg, Wellington St; Roy Soderlind & Co Ltd, installation of cooling coil, piping & contents, Department of Insurance Bldg; Boulevard Demolisher, demolition of water tower, CEF; American Air Filter of Canada Ltd, installation of high efficiency filters, Lorne Bldg; A Lancot Construction Co, installation of partitioning, No 4 Temporary Bldg, Lyon & Wellington Sts; Allied Building Services (1962) Ltd, cleaning interior, etc, Connaught Bldg, Sussex Drive; McNamara Construction of Ontario Ltd, construction of Administration Bldg for Department of Agriculture. *Toronto Ont*: Frost Steel & Wire Co Ltd, installation of chain link fence, Department of Trade & Commerce Bldg; Roxborough Electric Ltd, alterations to lighting system, Postal Station "A".

Winnipeg Man: Tallman Paving, Division of Tallman Gravel & Sand Supply Ltd, paving & improvements to Deer Lodge Veterans Hospital. *Regina Sask*: Bird Construction Co Ltd, relocation, addition & new construction (Phase 2), Experimental Farm; Modern Building Cleaning Service of Canada Ltd, cleaning interior of new National Revenue Bldg. *Calgary Alta*: Wyatt Construction Ltd, alterations to Customs Bldg for Indian Affairs Branch. *Cluny Alta*: Greene Construction Co, construction of school & teacherage, Blackfoot Indian Agency. *Waterton Lakes National Park Alta*: T A Klemke & Son Construction Ltd, grading & base course, Mile 0-7.84, Chief Mountain Highway. *Kingsgate B C*: Adolph Construction Co, alterations & repairs to C & I Bldg & renovations to caretaker's residence. *Kootenay National Park B C*: Poole Engineering (1958) Ltd, grading & base course, construction of water supply pipe line, highway tunnel & installation of lighting & underground power services, Mile 62.4-63.4, Banff-Windermere Highway.

In addition, this Department awarded 56 contracts containing the General Fair Wages Clause.

THE ST LAWRENCE SEAWAY AUTHORITY

Montreal Que: Delphis Cote Ltd, renewal of roofing on stores bldg, Lachine Canal. *St Lambert Que*: Jean Noel Cote, repairs to stone work on lower tower, St Lambert Lock. *Iroquois Ont*: L G MacIntosh, harrowing & seeding disposal area slopes, Iroquois Lock. *St Catharines Ont*: Canada Gunite Co Ltd, restoration of counterweights of Bridge 11, Welland Canal. *near Welland Ont*: Atlas Polar Co Ltd, supply & installation of standby diesel engines for vertical lift bridges Nos 17 & 20.

DEPARTMENT OF TRANSPORT

Gander Nfld: Delphis Cote Ltee, reroofing air terminal bldg. *Country Island N S*: Eastern Woodworkers Ltd, construction of three dwellings, fog alarm & radio beacon bldg & concrete light tower & demolition of combined dwelling & light tower. *Sydney N S*: New Brunswick Wire Fence Co Ltd, construction of airport perimeter fencing. *Saint John N B*: Slattery's Trucking, relocation of localizer bldg. *near Aylmer Que*: Douglas Bremner Contractors & Builders Ltd, construction of VOR site. *Neuveille Que*: Arno Electric Reg'd, construction of VOR bldg & associated work. *near Cornwall Ont*: Fort Construction & Equipment Ltd, repairs to cribs of Lancaster Bar back range & Thompson Island lower front range, Lake St Francis. *London Ont*: W A McDougall Ltd, construction of airport terminal bldg & related work. *Malton Ont*: Geo Robson Construction Ltd, drainage of underground duct system, Toronto International Airport. *North Bay Ont*: Power Installations (Sarnia) Ltd, installation of emergency power supply & fire alarm circuits, Airport. *Ottawa Ont*: Commercial Sanitation Ltd, collection & disposal of garbage, Airport.

Sault Ste Marie Ont: Towland Construction Co Ltd, paving of additional ramp areas, Airport. *near Severn Falls Ont:* McNamara Construction of Ontario Ltd, construction of Swift Rapids Lock on Severn River. *Sudbury Ont:* V Dube Construction, construction of VOR bldg & services. *Uplands Ont:* Dibblee Construction Co Ltd, installation & backfilling of pipe drains, Airport; Irving-Harding Ltd, reroofing of Hangar T1, Airport.

The Pas Man: G J Foley Construction Co Ltd, construction of sewage disposal system, Airport. *Calgary Alta:* McCormick Electric Ltd, replacing power line to localizer, runway 34 & related work, Municipal Airport. *Edmonton Alta:* A W Homme Ltd, relocation of Nisku NDB bldg, services & related work, International Airport. *Abbotsford B C:* S & S Electric Ltd, installation of HI lighting on extension of runway 24 & relocation of LI lighting on approach 24, Airport. *Alert Bay B C:* McGinnis Construction Ltd, construction of transmitter bldg & related work. *Dryad Point B C:* D Robinson Construction (1952) Ltd, construction of dwelling. *Estevan Point B C:* K Moore & Co Ltd, construction of dwelling at light station. *Vancouver B C:* Brockbank & Hemingway Ltd, construction of ASR-3 radar bldg & related work, Airport. *Victoria B C:* Johnson Construction, construction of dwelling, Sheringham Point light station. *Hay River N W T:* Territorial Expeditors Ltd, restoration of flood damaged portion of runway 03-21 & related work.

In addition, this Department awarded 21 contracts containing the General Fair wages Clause.

Ontario Pension Benefits Act

(Continued from page 1087)

insurance fund to protect workers in case pension funds become insolvent. It may also make reciprocal arrangements with other provinces with portable pension legislation.

Provision is also made in the Act for the setting up of an auxiliary body to be known as the Central Pension Agency to handle small pension credits. The Premier said that the Central Pension Agency would hold and consolidate small sums that might otherwise remain inconveniently scattered among many plans.

Recent Developments

After the Ontario Pension Benefits Act was proclaimed in force, the federal Government announced its intention to introduce a nation-wide contributory wage-related pension plan with survivor benefits,

the Canada Pension Plan. In August, the Quebec Government announced that it was going to introduce a pension plan of its own and, at the federal-provincial conference in September, was given the right to contract out of the Canada Pension Plan.

Premier Robarts stated that Ontario would co-operate with the federal Government in working out a national plan but meanwhile would proceed with its portable pension plan timetable.

Accordingly, the Pension Commission of Ontario has published forms for filing information returns and a technical committee composed of representatives of the federal and Ontario Governments has been set up to study the integration of the Ontario Act with the proposed Canada Pension Plan.

Decisions of the Umpire

(Continued from page 1130)

The board of arbitration, in its award on May 3, 1963, does not deal specifically with the claimant's responsibility in losing his employment, but even if it did, the conclusions arrived at by that body would be unacceptable without the evidence on which the award was based.

According to the established jurisprudence, the onus was on the insurance officer to prove the claimant was responsible for losing his employment, and it is obvious that he has not discharged that onus in the present case.

I consequently decide to allow the appeal.

PRICE INDEX

Consumer Price Index, November 1963

The consumer price index (1949=100) rose 0.3 per cent from 133.6 to 134.0 between October and November. The November index was 1.6 per cent above the November 1962 index of 131.9.*

Six of the main component indexes showed almost equivalent increases. The remaining component, transportation, was unchanged.

The food index rose to 130.8, up 0.3 per cent from the October index of 130.4, as prices increased for a wide variety of items. Prices were sharply higher for sugar and fresh tomatoes. Sugar reached a recent high of 20.5 cents per pound but was still below the record level of 22.9 cents set in August 1920.

Foods showing moderate price increases included milk and cheese, bread and other cereal products, soft drinks, pickles, most fats, oranges and grapes, cabbage, celery and lettuce, most canned vegetables, liver and turkey. General lower prices were reported for ice cream, eggs, grapefruit, bananas, apples, onions, carrots, and most cuts of meat.

The housing index moved up 0.2 per cent from 136.6 to 136.9 as both the shelter and household operation components increased. Within shelter, both rent and home-ownership costs were higher. The household operation index reflected price increases for coal, furniture, carpets, textiles, and utensils and equipment. Prices for some cleaning supplies were lower.

The clothing index increased 0.3 per cent from 118.3 to 118.7. Prices were higher for many items of men's, women's and children's wear and for footwear. Piece goods were lower, however.

The transportation index was unchanged at 141.2. Scattered price changes for gasoline were compensating and higher prices for motor oil were not sufficient to move the index.

The health and personal care index rose 0.6 per cent from 163.8 to 164.8 as both component indexes were higher. In health care, increases occurred for prepaid medical care in Ontario and Manitoba. In personal care, prices were higher for some supplies and for men's haircuts and women's hair-dressing.

The recreation and reading index moved from 150.5 to 151.0, an increase of 0.3 per cent, because of higher prices for motion picture admissions, camera film, bicycles and sports equipment.

The tobacco and alcohol index increased 0.3 per cent from 118.1 to 118.5. Lower prices for cigarettes in several cities were not sufficient to offset higher prices for beer in Quebec.

Group indexes in November 1962 were: food 127.7, housing 135.6, clothing 116.0, transportation 140.6, health and personal care 159.8, recreation and reading 148.2 and tobacco and alcohol 117.8.

City Consumer Price Indexes, October 1963

Consumer price indexes (1949=100) declined in six of the ten regional cities between September and October.* Indexes for two cities edged up, and two were unchanged. Decreases ranged from -0.1 per cent in Montreal to -0.4 per cent in Saint John and Saskatoon-Regina.

Food indexes were down in all cities, decreases ranging from 0.3 per cent in St. John's to 2.0 per cent in Saskatoon-Regina. Six housing indexes fell, two were unchanged and two rose. Indexes for clothing advanced in nine cities; no change occurred in the tenth. Transportation indexes were unchanged in six cities, up in three and down in one. Health and personal care indexes increased in all ten cities. In the recreation and reading component, higher indexes occurred in six cities, lower indexes in three and no change in one. Tobacco and alcohol indexes were unchanged in all cities.

Regional consumer price index point changes between September and October were: Saint John -0.5 to 133.0; Saskatoon-Regina -0.5 to 128.6; Halifax -0.4 to 131.2; Vancouver -0.4 to 131.8; Winnipeg -0.3 to 130.6; Montreal -0.2 to 133.4; St. John's +0.1 to 120.3†; Ottawa +0.1 to 134.7. Toronto and Edmonton-Calgary remained unchanged at 135.0 and 127.7 respectively.

Wholesale Price Index, October 1963

Canada's general wholesale index (1935-39=100) increased 0.3 per cent in October to 245.9 from 245.2 a month earlier and was 1.7 per cent above the October 1962 index of 241.7. Between September and October, five major group indexes advanced, two declined, and one was unchanged at 324.8.

The vegetable products group index moved to 233.2 from 223.2, an increase of 4.5 per cent, and the textile products group index advanced 0.3 per cent to

* See Table F-2, page 1160.

† On base June 1951=100.

248.8 from 248.0. The remaining group indexes that rose were: non-metallic mineral products to 190.5 from 190.2; non-ferrous metals products to 198.6 from 198.4; and iron and steel products to 254.5 from 254.4.

The animal products group index declined 3.5 per cent to 252.7 from 261.8, and the chemical products group index fell 0.7 per cent to 188.2 from 189.5.

The wood products group index was unchanged at 324.8.

The index of Canadian farm product prices at terminal markets (1935-39=100) moved down 2.9 per cent in the four-week period ended October 25, dropping to 215.8 from 222.2 on September 27. The field products index eased 0.5 per cent; the animal products index declined 4.3 per cent.

U.S. Consumer Price Index, October 1963

The United States consumer price index (1957-59=100) rose by 0.1 per cent, to 107.2 from 107.1, between mid-September and mid-October. Although the rise was small, it brought the index to another high.

The index had remained stationary during the preceding two months. The most recent rise was described as "largely seasonal."

In October 1962 the index was 106.0.

U.S. Index Revision

Beginning with its January 1964 report, which will appear near the end of February, the United States Bureau of Labor Statistics will issue an updated and improved consumer price index, based on prices in an up-to-date sample of cities, retail stores, and service establishments.

The list of consumer goods and services for which prices are obtained will also be modernized and the index will be calculated with expenditure weights which reflect spending patterns for urban wage earner and clerical consumers in 1960-61. The updated index will be issued as a continuation of the previously published series, thus providing an uninterrupted series of price indexes for users interested in observing price changes over a considerable period.

For the convenience of users the Bureau will also continue to publish the index on its present, unrevised basis for the months of January through June 1964. These figures will be designated as the "old series" and the updated indexes will be called the "new series." The base period will remain 1957-59=100.

Derivation of the expenditure weights for the revised index has not yet been completed, but preliminary examination of the expenditure data shows that food will have considerably less importance in the new index, while weights for housing and transportation will be relatively larger. These changes represent shifts in consumer spending habits in the decade since the earlier expenditure surveys from which the current index weights were derived.

British Index of Retail Prices, September

The British index of retail prices (Jan. 16, 1962=100) rose to 103.3 at mid-September from 103.0 at mid-August. The rise was attributed mainly to increased food prices; the food index rose to 103.0 from 102.3.

The index for September 1962 was 101.5.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 182

Annual Reports

1. AUSTRALIA. COMMONWEALTH BUREAU OF CENSUS AND STA-

TISTICS. *Labour Report, 1960*, Canberra, Commonwealth Government Printer, 1963. Pp. 250.

2. CANADA. DEPARTMENT OF NATIONAL HEALTH AND WELFARE. *Report on the Administration of Allowances for Blind Persons in Canada under the Provisions of the Blind Persons Act, Fiscal Year ended March 31, 1962*. Ottawa, Queen's Printer, 1962. Pp. 27.

3. CANADA. DEPARTMENT OF NATIONAL HEALTH AND WELFARE. *Report on the Administration of Allowances for Disabled Persons in Canada under the Provisions of the Disabled Persons Act, Fiscal Year ended March 31, 1962*. Ottawa, Queen's Printer, 1962. Pp. 24.

4. CANADA. DEPARTMENT OF NATIONAL HEALTH AND WELFARE. *Report on the Administration of Old Age Assistance in Canada under the Provisions of the Old Age Assistance Act, Fiscal Year ended March 31, 1962.* Ottawa, Queen's Printer, 1962. Pp. 29.

5. GREAT BRITAIN. MINISTRY OF PENSIONS AND NATIONAL INSURANCE. *Report for the Year 1962.* London, HMSO, 1963. Pp. 172.

6. QUEBEC (PROV.) WORKMEN'S COMPENSATION COMMISSION. (COMMISSION DES ACCIDENTS DU TRAVAIL). *Thirty-fifth Annual Report, 1962. 35e rapport annuel, 1962.* Québec, 1963. Pp. 45. Text in French and English.

Collective Agreements

7. MORSE, BRUCE. *How to Negotiate the Labor Agreement; an Outline Summary of Tested Bargaining Practice.* Detroit, Trends Pub. Co., 1963. Pp. 62.

The author, a management consultant in Detroit, tells the management man where to get his facts for the preparation of a labour agreement, how to organize them, and how to use them most effectively in negotiating the agreement.

8. NATIONAL INDUSTRIAL CONFERENCE BOARD. *The Kaiser-Steel Union Sharing Plan*, by Harold Stieglitz. New York, 1963. Pp. 48.

On March 1, 1963, "The Long-Range Sharing Plan" negotiated between the Kaiser Steel Corporation and the United Steelworkers of America went into effect. This report provides an analysis and explanation of the plan. As well as providing certain benefits for the company, the plan gives greater job security to employees, a share in cost reduction brought about through increased efficiency, and other benefits.

Economic Conditions

9. ATLANTIC PROVINCES ECONOMIC COUNCIL. *The Economy of the Atlantic Region in Perspective.* Halifax, 1961. Pp. [7].

"... First presented as a paper to the annual meeting of the Atlantic Provinces Economic Council at Halifax in September 1960, by Nelson Mann, the Council's Executive Vice-President."

10. ATLANTIC PROVINCES ECONOMIC COUNCIL. *The Norwegian Approach to Regional Economic Development.* Halifax, 1962. Pp. 13.

"... The text of an address ... presented by Eivind Erichsen, Permanent Secretary, Ministry of Finance, Oslo, Norway at the annual meeting of the APEC in Charlottetown, September 19, 1961."

11. EUROPEAN ECONOMIC COMMUNITY. COMMISSION. *Report to the European Parliament on the State of the Negotiations with the United Kingdom.*

Brussels, Publishing Services of the European Communities, 1963. Pp. 112.

12. GREAT BRITAIN. CENTRAL STATISTICAL OFFICE. *National Income and Expenditure, 1963.* London, HMSO, 1963. Pp. 100.

13. GREAT BRITAIN. CENTRAL STATISTICAL OFFICE. *Preliminary Estimates of National Income and Balance of Payments, 1962.* London, HMSO, 1963. Pp. 22.

14. RAYNAULD, ANDRE. *Croissance et structure économiques de la Province de Québec.* Québec, 1961. Pp. 657. Publié par le Ministère de l'industrie et du commerce, Province de Québec.

An examination of industry in the Province of Quebec.

15. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *World Economic Survey, 1962. I. The Developing Countries in World Trade.* New York, 1963. Pp. 120.

Efficiency, Industrial

16. HENDRY, JOHN W. *Work Study in the Laundry and Dry Cleaning Industries; More Profit from Modern Methods.* London, Iliffe Books, 1963. Pp. 89.

"... Based on a series of articles ... first published in *Power Laundry-Cleaning News*." The author, an efficiency expert, explains how the principles of work study can be applied to the laundry and dry cleaning industries to make them operate more efficiently and profitably.

17. NADLER, GERALD. *Work Design.* Homewood, Ill., R. D. Irwin, 1963. Pp. 837.

The author defines work design as "the systematic investigation of contemplated and present work systems to formulate, through the ideal system concept, the easiest and most effective systems and methods for achieving necessary functions." The objectives of work design are "to increase productivity and develop manpower effectiveness." After outlining the concepts of work design, the book explains how it can be applied.

Employment Management

18. GAUDET, FREDERICK JOSEPH. *Solving the Problems of Employee Absence.* New York, American Management Association, 1963. Pp. 112.

Contents: Absence from Work: Whose Responsibility? The Measurement of Absence. The Extent of Absence and the Need for Better Statistics. The Cost of Absence: Company Experience. Factors related to Employee Absence. Cost and Reduction: Scientific and Unscientific Methods.

19. NATIONAL INDUSTRIAL CONFERENCE BOARD. *College Graduates Assess Their Company Training*, by Stephen Habbe. New York, 1963. Pp. 80.

The information in this report is based on a survey of 1,074 young college graduates who participated in 26 training plans in 14 companies.

20. U.S. BUREAU OF LABOR STATISTICS. *Private Pension Plans and Manpower Policy*. Washington, GPO, 1963. Pp. 37.

"This paper reviews the effects of corporate pensions on various aspects of manpower policy, including labor mobility, the employment opportunities of older workers, and retirement and withdrawal from the labour force."

21. U.S. CIVIL SERVICE COMMISSION. *Retirement Planning; a Growing Employee Relations Service*. Washington, GPO, 1961. Pp. 38.

"Retirement planning" is used to describe various forms of assistance provided by an employer for his employees to help them make a better adjustment to retirement.

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22. ASIAN REGIONAL CONFERENCE OF THE INTERNATIONAL LABOUR ORGANIZATION. 5th MELBOURNE, 1962. COMMITTEE ON LABOUR-MANAGEMENT RELATIONS. *Government Services for the Improvement of Labour-Management Relations and Settlement of Disputes in Asia; an Account of the Work of the Labour-Management Relations Committee, Fifth Asian Regional Conference, Melbourne, 1962*. Geneva, International Labour Office, 1963. Pp. 131.

Includes a report by the International Labour Office for the Committee on Labour-Management Relations.

23. BYLEVELD, HERBERT. *Management-Labor Cooperation from the Executive Opinion and Experience*. Montreal, National Industrial Conference Board, Canadian Office, 1963. Pp. 25.

The Canadian Office of the National Industrial Conference Board asked the chief executives of over 200 Canadian companies to give their views on these questions relating to management-labour meetings for other than negotiating purposes: management's contribution to better industrial relations; labour's attitudes and objectives; and the role of government or its agencies in promoting greater management-labour co-operation.

24. FARLEY, RAWLE. *Industrial Relations and the British Caribbean*, by Rawle Farley, Allan Flanders and Joe Roper. London, University of London Press, Ltd., 1961. Pp. 79.

Contents: What are Industrial Relations? The Organization of Collective Bargaining, [both] by Allan Flanders. Negotiation and Conciliation in Britain, by Rawle Farley. The Use and Abuse of Arbitration, by Allan Flanders. Management and Joint Consultation, by Joe Roper. [Industrial Relations] Developments in the British Caribbean, by Rawle Farley.

25. FREESTONE, LEE. *Industrial Relations from the Inside*. Sydney, Angus and Robertson, 1962. Pp. 135.

This book on industrial relations in Australia was written by an industrial relations consultant with 25 years experience in business and industry.

26. ISAAC, JOSEPH EZRA. *Trends in Australian Industrial Relations*. Victoria, Melbourne University Press, 1962. Pp. 27.

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27. ATLANTIC PROVINCES ECONOMIC COUNCIL. *Industrial Estates and Economic Development*. Halifax, 1963. Pp. 23.

This pamphlet is based on the 1961 U.N. publication, "Establishment of Industrial Estates in Under-developed Countries," prepared by the Division of Industrial Development of the Department of Economic and Social Affairs.

28. UNITED NATIONS SEMINAR ON INDUSTRIAL ESTATES IN THE ECAFE REGION, MADRAS, INDIA, 1961. *Industrial Estates in Asia and the Far East*. New York, United Nations, 1962 [i.e. 1963]. Pp. 468. At head of title: Dept. of Economic and Social Affairs.

Seminar jointly sponsored by the U.N. Economic Commission for Asia and the Far East, the U.N. Dept. of Economic and Social Affairs, and the Governments of India and of the State of Madras.

Contains the report of the Seminar on Industrial Estates in the ECAFE Region and excerpts from the discussion at and papers submitted to the Seminar. "The report of the Seminar contains recommendations on objectives and policies in establishing industrial estates, [their] organization, management and financing, integration of industrial estates projects with programs of urban and regional development, and international and regional co-operation in the development of industrial estates."

Insurance, Unemployment

29. BECKER, JOSEPH M. *The Problem of Abuse in Unemployment Benefits; a Study in Limits*. New York, Columbia University Press, 1953. Pp. 412.

The author defines the problem, examines the available information, and draws conclusions.

30. MALISOFF, HARRY. *The Financing of Extended Unemployment Insurance Benefits in the United States*. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1963. Pp. 52.

International Labour Organization

31. GREAT BRITAIN. MINISTRY OF LABOUR. *International Labour Conventions and Recommendations. Proposed*

action by H. M. Government in the United Kingdom of Great Britain and Northern Ireland on Two Conventions and Two Recommendations adopted at the 46th (1962) Session and on a Convention adopted at the 3rd (1921) Session of the International Labour Conference. London, HMSO, 1963. Pp. 5.

32. INTERNATIONAL LABOUR OFFICE. *Report of the Director-General. Programme and Structure of the I.L.O.* First item on the agenda. Geneva, 1963. Pp. 206.

At head of title: Report 1. International Labour Conference. Forty-seventh session, Geneva, 1963.

Appendix: *Action taken on the Resolutions Adopted by the International Labour Conference at its 40th to 46th Sessions.* Pp. 76.

Contents: Approach to an ILO Program. Human Resources and Economic Development. Incomes. Trade Unions and Labour Relations. The Status and Conditions of the Worker. Automation and Technological Change. Questions relating to the Role, Organization and Procedures of the International Labour Conference. International Labour Standards and the Passage of Years. Methods of Dealing with Industrial and Regional Problems. The ILO in the United Nations Family.

33. INTERNATIONAL LABOUR ORGANIZATION. *Seventeenth Report to the United Nations.* Geneva, International Labour Office, 1963. Pp. 78. A review of ILO activities in 1962.

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34. FRIDMAN, GERALD HENRY LOUIS. *The Modern Law of Employment.* London, Stevens & Sons, 1963. Pp. 1065.

Concerns British legislation covering employment and trade unions.

35. U.S. BUREAU OF LABOR STANDARDS. *State Anti-injunction Laws, a Brief Discussion of Major Provisions.* Washington, GPO, 1963. Pp. 9.

"Summarizes the important provisions and gives a brief history of anti-injunction laws currently in effect in 24 States and Puerto Rico, as well as [giving] the Federal (Norris-LaGuardia) Act."

36. U.S. BUREAU OF LABOR STANDARDS. *State Laws Regulating Private Employment Agencies.* Washington, GPO, 1963. Pp. 39.

Labour Organization

37. FEATHER, VICTOR. *The Essence of Trade Unionism, a Background Book.* London, Bodley Head, 1963. Pp. 127.

The author is Assistant General Secretary of the British Trades Union Congress. Some of the topics discussed are structure and objects of trade unionism, administration and procedure, wage negotiations, trade union leadership, and trade union finance.

38. HILTON, W. S. *Foes to Tyranny; a History of the Amalgamated Union of Building Trade Workers.* London, Amalgamated Union of Building Trade Workers, 1963. Pp. 301.

The author is Research Officer of the AUBTW. He relates the story of the union from its foundation on January 1, 1921 to date, and tells about the history of building trade unions in Great Britain.

39. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *The Fight for Economic and Social Progress; the Economic Policies of the ICFTU.* Brussels, 1963. Pp. 40.

40. NEW ZEALAND FEDERATION OF LABOUR. *Minutes and Report of Proceedings of the 26th Annual Conference, held in the Trades Hall, Wellington, on 30th April and 1st, 2nd and 3rd May, 1963.* Wellington, 1963. Pp. 111.

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"This book . . . is an initial exploration of how the comparative study of labor leadership provides opportunities for comparisons of industrial systems."

Partial Contents: The Setting in Italy. The Setting in Denmark. Organization of the Italian and Danish Labor Movements. Labor Leadership in Italy. Labor Leadership in Denmark. Group Images of Labor Leaders and Employers. Collective Bargaining Relationships.

42. U.S. DEPARTMENT OF LABOR. *Union Trusteeships; Report of the Secretary of Labor to the Congress upon the Operation of Title III of the Labor-Management Reporting and Disclosure Act (required by Sec. 305, LMRDA); Together with a Study by the Bureau of Labor-Management Reports.* September 1962. Washington, GPO, 1962. Pp. 179.

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43. ALBERTA BUREAU OF STATISTICS. *Employment Statistics and Expenditures of Firms engaged in the Petroleum Industry of Alberta, 1961.* Edmonton, 1962. Pp. 1.

44. BROZEN, YALE. *Automation; the Impact of Technological Change.* Washington, Published and distributed by the American Enterprise Institute for Public Policy Research, 1963. Pp. 47.

The author suggests that automation creates employment and lessens the total number of unemployed. After examining the benefits of automation, he concludes that they offset its adverse effects.

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Describes the origin, development, operations and distinctive features of Friendly Societies in Great Britain.

46. GINZBERG, ELI. *The American Worker in the Twentieth Century, a History through Autobiographies*, [by] Eli Ginzberg [and] Hyman Berman. New York, Free Press of Glencoe, 1963. Pp. 368.

The material in this book was assembled by the Conservation of Human Resources Project at Columbia University. The life histories in the book were gathered mostly from four sources: personal accounts written by workers and published in periodicals or books; testimony given by workers before federal and state legislative and administrative bodies; recorded materials collected by oral history projects; and hitherto unpublished interviews with workers collected in the course of sociological investigations.

47. INTERNATIONAL ASSOCIATION OF INDUSTRIAL ACCIDENT BOARDS AND COMMISSIONS. *Workmen's Compensation of Problems, 1962. Proceedings, 48th Annual Convention, Indianapolis, Indiana, September 23-27, 1962*. Washington, U.S. Dept. of Labor, Bureau of Labor Standards, 1963. Pp. 179.

48. MILLEN, BRUCE H. *The Political Role of Labor in Developing Countries*. Washington, Brookings Institution, 1963. Pp. 148.

An examination of the political policies and functions of organized labour in the developing countries of Asia and Africa, with suggestions for U.S. policy.

49. SWEDISH EMPLOYERS' CONFEDERATION. *Perspective on Labour Conditions in Sweden*. 2d ed. Stockholm, 1962. Pp. 75.

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50. BURGESS, LEONARD RANDOLPH. *Top Executive Pay Package*. New York, Graduate School of Business, Columbia University, 1963. Pp. 231.

Contents: Salaries. Bonuses. Post-retirement Benefits. Stock Option and Purchase Gains. Pay Elements not included in the Package. The Total Pay Package. Taxes and the Total Pay Package. Differentials among the Top Three [Executives in Each Company]. The Significance of the Trends.

51. FAUCETT, PHILIP M. *Management Audit for Small Manufacturers*. Washington, GPO, 1963. Pp. 58.

This booklet poses a number of questions, the answers to which "will indicate whether the

owner-manager of a small manufacturing plant is planning, organizing, directing, co-ordinating, and controlling the activities of his business adequately."

52. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Allocating Corporate Expenses*, by Carl G. Baumes. New York, [1963]. Pp. 90.

"Based on the practices of 158 divisionalized manufacturing companies, the study explores the reasons for and against making various kinds of allocations, how they can be accomplished, and the advantage and disadvantages of each method." Presents some of the alternatives to formal expense allocations. Several case examples are included.

53. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Field Sales Management; a Symposium*. New York, 1962. Pp. 76.

Partial Contents: Scope of the Field Sales Manager's Job. The Field Sales Manager and his Salesmen. Hiring of Salesmen. Training of Salesmen. Finding and Choosing Men of Sales Manager Caliber. Training for Field Sales Managers.

54. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Management, Marketing, and Public Policy; Three Keynote Talks*. New York, 1963. Pp. 40.

Contents: Grow or Die—The New Role of Marketing, by Ray R. Eppert, President, Burroughs Corporation. Advertising from a Management Viewpoint, by Howard J. Morgens, President, Procter and Gamble Company. Marketing is Everybody's Business, by Herbert P. Buetow, President, Minnesota Mining and Manufacturing Co.

Wages and Hours

55. CLEGG, HUGH ARMSTRONG. *Implications of the Shorter Working Week for Management*. London, British Institute of Management, 1962. Pp. 19.

The author points out the many problems will have to be faced by management if a shorter work week is introduced.

56. U.S. BUREAU OF LABOR STATISTICS. *Employment and Earnings Statistics for States and Areas, 1939-62. Based on the 1957 Standard Industrial Classification*. Washington, GPO, 1963. Pp. 633.

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58. U.S. BUREAU OF LABOR STATISTICS. *Union Wages and Hours: Motor-Truck Drivers and Helpers, July 1, 1962 and Trend 1936-62*. Washington, GPO, 1963. Pp. 30.

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59. INTERNATIONAL LABOUR OFFICE. *Women Workers in a Changing World*. Part 1. Sixth item on the agenda. Geneva, 1963. Pp. 133.

At head of title: Report 6(1). International Labour Conference. 48th session, 1964. Contents: The Present Situation and Trend. Employment of Women with Family Responsibilities. Problems of Women Workers in the Developing Countries. Administrative Arrangements for Handling Questions relating to Women Workers. (Includes a questionnaire to be filled out by member countries on the Employment of Women with Family Responsibilities.)

60. U.S. WOMEN'S BUREAU. *What's New about Women Workers? A Few Facts*. Rev. 1963. Washington, GPO, 1963. Folder.

61. U.S. WOMEN'S BUREAU. *Who Are the Working Mothers?* Rev. 1963. Washington, GPO, 1963. Folder.

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62. CANADA. DEPARTMENT OF EXTERNAL AFFAIRS. *Canada and the United Nations*, 1962. Ottawa, Queen's Printer, 1963. Pp. 93.

63. CANADIAN CONFERENCE ON SOCIAL WORK. *Community Development*. [Proceedings of] 18th Biennial Canadian Conference on Social Work, Winnipeg, Manitoba, June 4-8, 1962. Ottawa, 1962. Pp. 48.

64. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Social Security in Britain*. London, 1962. Pp. 38.

65. MUNICIPAL MANPOWER COMMISSION. *Governmental Manpower for*

Tomorrow's Cities, a Report. New York, McGraw-Hill, 1962. Pp. 201.

A study of manpower and training needs for administrative, professional, and technical manpower in American municipal governments.

66. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Statistics of World Trade in Steel, 1961*. Geneva, 1963. Pp. 37.

67. U.S. BUREAU OF LABOR STANDARDS. *Housing for Migrant Agricultural Workers; Labor Camp Standards*. Rev. ed. Washington, GPO, 1962 [i.e., 1963]. Pp. 112.

68. U.S. BUREAU OF LABOR STATISTICS. *Wholesale Prices and Price Indexes, 1960*. Washington, GPO, 1963. Pp. 305.

69. U.S. BUSINESS AND DEFENSE SERVICES ADMINISTRATION. *The Automatic Vending Machine Industry, its Growth and Development*. Washington, GPO, 1962. Pp. 22.

(Automatic vending machines are coin-operated ones that sell products and services.) This is an examination of the three distinct segments of the automatic vending industry: manufacture of the machines, packaging of the vended products, and route operation and servicing.

70. U.S. PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED. *Minutes, Annual Meeting, May 10 and 11, 1962, Washington, D.C.* Washington, GPO, 1962. 2 parts.

71. ZELKO, HAROLD PHILLIP. *Successful Conference and Discussion Techniques*. New York, McGraw-Hill, 1957. Pp. 264.

Intended for anyone who leads or participates in any kind of meeting.

Revised Course on Labour Unions

A complete basic labour education program in one package has been produced by Mary Kehoe, editorial assistant on *Canadian Labour*, monthly publication of the Canadian Labour Congress.

Labour Unions: An Introductory Course for Individuals and Study Groups, is a completely revised edition, with new text and references, of a mimeographed course that has been used by numerous labour organizations since its publication in 1954.

In 15 chapters, the new work deals with labour theory and practice. Each chapter includes an extensive bibliography and a series of questions for discussion.

The book is available from the Extension Department, St. Patrick's College, Ottawa, price \$3.

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED NOVEMBER 16, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,799	600	1,918	2,490	1,169	622
Men.....	4,868	453	1,385	1,739	844	447
Women.....	1,931	147	533	751	325	175
14-19 years.....	645	60	207	212	114	52
20-24 years.....	865	90	293	276	142	64
25-44 years.....	3,045	249	865	1,141	508	282
45-64 years.....	2,033	180	505	778	363	207
65 years and over.....	211	21	48	83	42	17
Employed.....	6,496	555	1,807	2,415	1,133	586
Men.....	4,624	412	1,294	1,683	816	419
Women.....	1,872	143	513	732	317	167
Agriculture.....	613	36	107	166	291	13
Non-agriculture.....	5,883	519	1,700	2,249	842	573
Paid Workers.....	5,356	457	1,555	2,067	766	511
Men.....	3,671	329	1,081	1,404	498	359
Women.....	1,685	128	474	663	268	152
Unemployed.....	303	45	111	75	36	36
Men.....	244	41	91	56	28	28
Women.....	59	*	20	19	*	*
Persons not in the Labour Force.....	5,767	671	1,700	1,888	966	542
Men.....	1,373	180	399	419	234	141
Women.....	4,394	491	1,301	1,469	732	401

* Less than 10,000.

**TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED
NOVEMBER 16, 1963, CANADA**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over ⁽¹⁾	12,566	1,946	3,642	973	3,738	920	1,347
Labour force.....	6,799	645	3,511	827	952	653	211
Employed.....	6,496	583	3,388	755	933	634	203
Unemployed.....	303	62	123	72	19	19	*
Not in labour force.....	5,767	1,301	131	146	2,786	267	1,136
Participation rate ⁽²⁾							
1963, November 16.....	54.1	33.1	96.4	85.0	25.5	71.0	15.7
October 19.....	54.5	34.2	96.6	85.9	25.6	70.9	16.1
Unemployment rate ⁽³⁾							
1963, November 16.....	4.5	9.6	3.5	8.7	2.0	2.9	*
October 19.....	3.9	8.4	3.0	7.3	2.1	2.6	*

⁽¹⁾ Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

⁽²⁾ The labour force as a percentage of the population 14 years of age and over.

⁽³⁾ The unemployed as a percentage of the labour force.

* Less than 10,000.

TABLE A-3—UNEMPLOYED, WEEK ENDED NOVEMBER 16, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	November 1963	October 1963	November 1962
Total unemployed.....	303	265	342
On temporary layoff up to 30 days.....	17	12	18
Without work and seeking work.....	286	253	324
Seeking full-time work.....	270	240	305
Seeking part-time work.....	16	13	19
Seeking under 1 month.....	111	96	117
Seeking 1-3 months.....	99	84	125
Seeking 4-6 months.....	34	30	39
Seeking more than 6 months.....	42	43	43

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ⁽¹⁾						Totals ⁽³⁾
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ⁽²⁾	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total....	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total....	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
September.....	48.5	503.9	164.3	.....	.....	.....	.....	.....	.....	1,780.5
October.....	47.9	498.9	165.2	.....	.....	.....	.....	.....	.....	1,764.8
November.....	47.6	495.2	162.0	86.1	336.0	99.5	750.6	1,556.8	221.4	1,743.0
December.....	46.6	481.5	157.1	.....	.....	.....	.....	.....	.....	1,692.5
1963—										
January.....	47.5	484.4	157.7	.....	.....	.....	.....	.....	.....	1,699.4
February.....	47.8	488.7	157.6	68.0	272.8	97.2	731.9	1,603.0	222.1	1,699.8
March.....	47.0	493.9	156.3	.....	.....	.....	.....	.....	.....	1,714.1
April.....	46.7	503.2	160.7	.....	.....	.....	.....	.....	.....	1,764.8
May.....	48.1	514.9	165.7	68.6	345.0	102.5	763.7	1,668.8	228.1	1,807.9
June.....	49.2	523.0	170.0	.....	.....	.....	.....	.....	.....	1,863.0
July.....	49.9	509.4	171.9	.....	.....	.....	.....	.....	.....	1,830.6
August*.....	49.8	523.4	178.9	91.8	409.0	106.0	780.7	1,665.3	232.3	1,877.3
September†..	50.0	532.0	172.4	.....	.....	.....	.....	.....	.....	1,899.3

Seasonally Adjusted

1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total....	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total....	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
September...	47.8	489.8	159.0	.....	.....	.....	.....	.....	.....	1,712.8
October.....	47.6	491.5	161.9	.....	.....	.....	.....	.....	.....	1,722.8
November...	47.4	494.3	160.6	74.0	334.8	99.4	733.6	1,558.6	220.4	1,728.7
December...	46.8	494.3	160.4	.....	.....	.....	.....	.....	.....	1,730.1
1963—										
January.....	48.1	499.5	164.4	.....	.....	.....	.....	.....	.....	1,771.4
February.....	48.7	500.6	164.6	77.4	348.4	99.8	751.7	1,615.7	225.4	1,768.8
March.....	47.6	503.3*	164.8	.....	.....	.....	.....	.....	.....	1,777.9*
April.....	48.6	508.7	165.9	.....	.....	.....	.....	.....	.....	1,789.8
May.....	48.0	510.7	164.7	78.7	346.7	102.7	763.6	1,638.2	227.9	1,794.6
June.....	48.2	508.8	164.7	.....	.....	.....	.....	.....	.....	1,799.8
July.....	48.8	507.4	164.0	.....	.....	.....	.....	.....	.....	1,800.1
August*.....	48.8	514.8	171.9	84.9	336.6	103.2	778.6	1,681.3	230.3	1,832.9
September†..	49.4	516.9	166.8	.....	.....	.....	.....	.....	.....	1,827.9

⁽¹⁾ Quarterly figures are entered opposite the middle of the quarter but represent quarterly totals.

⁽²⁾ Includes post office wages and salaries.

⁽³⁾ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

* Revised.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at September 1963 employers in the principal non-agricultural industries reported a total employment of 3,108,487. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

Source: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite ⁽¹⁾			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
Averages						
1957.....	122.6	158.1	67.93	115.8	159.1	69.94
1958.....	117.9	163.9	70.43	109.8	165.3	72.67
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	117.8	78.19
1961.....	118.1	181.8	78.11	108.9	183.6	80.73
1962—						
September.....	126.5	189.5	81.40	117.6	190.8	83.91
October.....	125.4	189.9	81.57	115.9	191.8	84.34
November.....	124.3	189.8	81.53	114.7	192.3	84.55
December.....	120.2	182.6	78.45	110.9	183.6	80.71
1963—						
January.....	117.8	190.6	81.80	111.6	193.5	85.09
February.....	117.4	192.9	82.87	112.2	194.2	85.41
March.....	117.7	193.1	82.96	112.8	195.5	85.95
April.....	119.3	194.4	83.53	113.7	197.2	86.72
May.....	123.6	194.8	83.69	116.3	197.4	86.80
June.....	127.5	194.7	83.64	118.9	196.2	86.29
July.....	127.7	193.8	83.27	116.9	194.0	85.30
August*.....	130.2	193.9	83.28	120.0	194.4	85.47
September†.....	130.1	195.6	84.02	120.3	197.2	86.69

⁽¹⁾ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communications, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

* Revised.

† Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Sept. 1963	Aug. 1963	Sept. 1962	Sept. 1963	Aug. 1963	Sept. 1962
				\$	\$	\$
Provinces						
Newfoundland.....	152.4	149.7	150.6	76.47	76.62	73.65
Prince Edward Island.....	146.3	151.6	158.8	59.02	59.61	54.73
Nova Scotia.....	100.6	100.1	98.5	69.28	68.04	66.04
New Brunswick.....	111.5	113.0	107.9	67.72	66.82	64.76
Quebec.....	129.8	130.4	126.6	81.48	80.72	78.70
Ontario.....	131.3	130.4	126.8	87.84	86.50	84.70
Manitoba.....	118.4	118.9	116.7	78.86	78.51	77.53
Saskatchewan.....	136.1	137.8	133.1	80.83	80.19	78.19
Alberta (including Northwest Territories).....	168.2	170.1	167.4	84.41	84.17	83.27
British Columbia (including Yukon).....	125.8	127.4	121.8	90.91	90.39	87.98
Canada.....	130.1	130.2	126.5	84.02	83.28	81.40
Urban areas						
St. John's.....	158.3	156.4	153.8	64.35	64.16	61.84
Sydney.....	81.8	83.0	80.7	83.69	81.69	80.98
Halifax.....	125.9	124.9	126.0	71.05	70.64	67.17
Moncton.....	107.7	107.1	108.2	63.86	64.52	62.69
Saint John.....	106.7	105.7	106.4	69.78	68.13	65.47
Chicoutimi—Jonquiere.....	114.4	116.8	110.5	102.28	99.88	99.84
Quebec.....	129.0	129.7	125.2	73.16	72.72	70.53
Sherbrooke.....	115.9	115.0	112.9	71.97	70.08	69.39
Shawinigan.....	101.3	106.2	85.0	92.78	89.16	87.69
Three Rivers.....	120.3	121.8	117.1	77.55	78.01	75.97
Drummondville.....	88.7	90.1	84.2	69.87	68.88	67.09
Montreal.....	132.9	132.3	129.6	83.38	82.64	81.01
Ottawa—Hull.....	141.0	143.2	136.1	78.53	77.77	76.54
Kingston.....	128.7	130.5	119.1	82.24	83.72	80.12
Peterborough.....	102.9	102.8	95.0	95.27	92.77	91.85
Oshawa.....	206.5	156.5	187.4	101.51	96.62	94.97
Toronto.....	145.8	144.5	140.2	88.10	87.89	85.34
Hamilton.....	121.3	121.1	115.2	92.24	91.90	90.83
St. Catharines.....	119.4	118.4	117.4	95.58	93.70	92.56
Niagara Falls.....	113.7	113.9	110.0	81.75	77.91	78.47
Brantford.....	92.2	90.5	88.3	79.03	79.18	75.73
Guelph.....	133.5	133.2	129.6	79.75	78.30	77.25
Galt.....	126.1	125.1	116.3	76.19	74.94	73.42
Kitchener.....	144.9	144.6	135.0	77.90	77.25	78.01
Sudbury.....	127.0	127.6	141.5	95.29	95.03	93.37
Timmins.....	87.5	89.7	89.3	74.75	72.96	73.67
London.....	145.6	145.0	139.0	80.01	79.99	78.01
Sarnia.....	134.6	139.3	127.5	108.33	106.73	104.35
Windsor.....	81.7	79.8	75.1	94.90	92.77	89.95
Sault Ste. Marie.....	153.9	157.8	149.1	108.17	108.84	103.21
Fort William—Port Arthur.....	115.4	117.8	111.4	86.15	82.40	83.90
Winnipeg.....	117.4	117.4	114.8	75.27	74.79	73.80
Regina.....	153.2	157.6	146.7	79.41	78.74	76.79
Saskatoon.....	152.4	151.8	146.0	74.64	74.54	73.05
Edmonton.....	213.0	214.1	211.5	79.58	79.40	78.12
Calgary.....	185.0	186.7	183.7	83.39	83.57	82.44
Vancouver.....	123.6	124.2	118.3	88.63	89.05	86.13
Victoria.....	122.2	122.3	121.2	83.41	82.98	79.74

CORRECTION

In Table C-3 in the November issue, the August 1963 employment index for "Construction" should be 144.4, not 14.4 as printed.

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in Employment and Payrolls

Industry	Employment			Average Weekly Wages and Salaries		
	Sept. 1963	Aug. 1963	Sept. 1962	Sept. 1963	Aug. 1963	Sept. 1962
Mining	116.5	118.0	118.2	103.33	101.80	99.15
Metal mining.....	129.3	130.8	133.1	104.15	102.53	99.43
Gold.....	64.6	66.5	68.6	84.76	81.82	80.68
Other metal.....	189.5	190.5	193.1	110.30	109.26	105.61
Fuels.....	81.6	82.1	82.6	108.70	107.81	105.49
Coal.....	38.6	38.7	39.5	83.89	80.78	79.63
Oil and natural gas.....	257.1	259.4	258.9	123.90	124.25	121.62
Non-metal.....	161.3	165.2	155.4	92.40	90.43	88.21
Manufacturing	120.3	120.0	117.6	86.69	85.47	83.91
Durable goods.....	124.5	123.0	120.6	94.09	92.32	91.36
Non-durable goods.....	116.7	117.5	115.0	80.09	79.46	77.37
Food and beverages.....	130.8	133.5	129.9	72.78	72.18	69.90
Meat products.....	138.3	138.8	135.9	84.61	85.05	82.68
Canned and preserved fruits and vegetables.....	201.5	200.3	204.9	55.82	52.72	52.97
Grain mill products.....	96.7	95.0	99.5	85.53	83.80	82.85
Bread and other bakery products.....	112.7	115.2	113.1	73.47	73.06	69.95
Distilled and malt liquors.....	96.6	98.9	96.2	106.06	105.45	102.27
Tobacco and tobacco products.....	78.8	80.9	80.5	88.80	89.21	86.04
Rubber products.....	106.6	111.5	109.7	91.21	88.86	87.86
Leather products.....	89.5	89.6	89.9	59.40	58.91	56.99
Boots and shoes (except rubber).....	94.9	95.2	96.7	57.37	57.24	54.57
Other leather products.....	79.6	79.3	77.6	63.79	62.58	62.45
Textile products (except clothing).....	86.1	86.0	83.6	70.23	69.35	67.82
Cotton year and broad woven goods.....	74.5	75.2	75.1	68.41	66.54	64.76
Woolen goods.....	66.3	66.2	63.0	64.15	63.49	63.37
Synthetic textiles and silk.....	99.0	98.9	93.6	76.50	76.36	73.85
Clothing (textile and fur).....	98.6	97.3	96.1	55.08	55.31	53.37
Men's clothing.....	102.2	101.2	99.6	53.85	53.94	52.34
Women's clothing.....	109.3	107.3	104.5	56.94	57.88	54.60
Knit goods.....	75.7	74.1	75.8	54.46	54.06	52.91
Wood products.....	116.3	117.9	112.1	75.64	74.57	73.93
Saw and planing mills.....	119.7	122.4	114.4	76.95	76.10	75.59
Furniture.....	124.9	123.7	121.2	74.98	73.56	73.07
Other wood products.....	81.7	83.5	82.8	67.79	66.16	64.81
Paper products.....	130.6	132.1	130.1	102.40	101.37	99.12
Pulp and paper mills.....	130.4	132.9	130.7	110.42	108.82	107.08
Other paper products.....	131.2	130.2	128.7	83.28	83.10	79.74
Printing, publishing and allied industries.....	127.5	126.1	127.0	94.73	93.64	91.79
Iron and steel products.....	116.2	116.4	113.7	98.79	97.83	96.67
Agricultural implements.....	65.3	65.4	59.7	101.11	100.24	98.99
Fabricated and structural steel.....	150.7	151.5	161.6	101.79	98.62	100.30
Hardware and tools.....	116.8	116.7	110.6	86.49	85.17	85.58
Heating and cooking appliances.....	108.9	107.8	111.6	87.68	84.35	84.48
Iron castings.....	104.2	103.5	97.8	93.00	93.99	91.79
Machinery, industrial machinery.....	136.2	136.3	131.1	95.33	92.67	93.61
Primary iron and steel.....	133.9	134.9	129.8	113.25	112.59	109.68
Sheet metal products.....	120.7	123.8	124.2	94.84	96.93	95.17
Wire and wire products.....	119.3	118.5	112.0	99.35	98.43	95.34
Transportation equipment.....	118.2	109.2	113.3	102.28	98.27	96.66
Aircraft and parts.....	234.7	228.7	248.8	102.87	102.09	97.51
Motor vehicles.....	131.0	105.7	113.2	117.79	111.80	109.28
Motor vehicle parts and accessories.....	133.2	127.5	116.6	99.71	95.35	94.38
Railroad and rolling stock equipment.....	56.5	56.0	57.2	89.70	85.90	87.03
Shipbuilding and repairing.....	143.6	136.1	147.1	93.46	92.46	91.29
Non-ferrous metal products.....	129.4	130.5	126.2	98.05	97.73	95.45
Aluminum products.....	148.5	149.2	144.3	94.26	93.56	92.73
Brass and copper products.....	110.6	111.7	103.6	94.79	94.56	92.17
Smelting and refining.....	139.0	141.9	139.1	107.87	107.50	104.09
Electrical apparatus and supplies.....	157.2	156.6	153.0	92.72	91.14	91.35
Heavy electrical machinery.....	117.5	117.7	112.2	100.22	97.81	100.08
Telecommunication equipment.....	284.0	284.0	278.7	88.42	88.01	87.58
Non-metallic mineral products.....	155.5	158.9	147.8	92.57	92.06	90.49
Clay products.....	91.3	92.5	96.5	81.49	80.58	81.08
Glass and glass products.....	169.7	174.6	131.1	87.01	86.73	87.87
Products of petroleum and coal.....	139.6	144.0	139.5	128.45	125.88	120.97
Petroleum refining and products.....	141.6	146.0	141.4	129.63	127.04	122.16
Chemical products.....	136.6	138.2	132.4	102.30	100.80	99.08
Medicinal and pharmaceutical preparations.....	126.1	126.0	123.1	91.07	89.98	86.62
Acids, alkalis and salts.....	157.8	163.4	144.1	114.03	110.20	114.43
Other chemical products.....	134.2	135.2	132.1	101.57	100.51	98.16
Miscellaneous manufacturing industries.....	159.0	157.4	149.7	75.40	75.23	74.04
Construction	141.5	144.4	141.9	94.14	91.80	88.87
Building and general engineering.....	139.3	140.4	138.2	101.23	99.01	96.50
Highways, bridges and streets.....	145.0	151.1	147.9	82.95	80.80	77.02
Electric and motor transportation	148.2	146.6	142.8	90.06	90.03	86.78
Service	174.0	180.8	162.0	58.87	58.34	57.23
Hotels and restaurants.....	151.5	156.5	140.6	45.09	44.70	43.32
Laundries and dry cleaning plants.....	140.7	141.4	133.4	52.84	52.57	50.73
Industrial composite	130.1	130.2	126.5	84.02	83.28	81.40

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	September 1963	August 1963	September 1962	September 1963	August 1963	September 1962
				\$	\$	\$
Newfoundland.....	39.8	39.7	38.4	1.70	1.72	1.68
Nova Scotia.....	40.8	40.7	39.9	1.68	1.63	1.64
New Brunswick.....	40.7	40.6	40.1	1.63	1.56	1.55
Quebec.....	42.4	42.0	42.5	1.76	1.75	1.69
Ontario.....	41.5	40.9	41.8	2.04	2.03	1.97
Manitoba.....	40.3	40.3	40.6	1.81	1.80	1.76
Saskatchewan.....	38.8	39.0	38.6	2.03	2.03	1.97
Alberta (includes Northwest Territories)	39.4	40.2	39.8	2.01	2.00	1.97
British Columbia (includes Yukon Territory).....	37.5	37.5	38.0	2.37	2.34	2.27

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-6—EARNINGS AND HOURS OF HOURLY RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Weekly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Last Pay Period in:					
1962—September.....	41.4	1.88	77.61	185.9	141.4
October.....	41.3	1.89	77.96	186.8	141.6
November.....	41.2	1.90	78.09	187.1	141.8
December*.....	37.3	1.94	72.34	173.3	131.3
1963—January.....	40.7	1.92	78.26	187.5	141.9
February.....	40.7	1.93	78.45	187.9	142.3
March.....	40.9	1.93	79.01	189.3	143.1
April.....	41.0	1.95	80.05	191.8	145.0
May.....	41.2	1.95	80.25	192.3	144.8
June.....	40.9	1.94	79.64	190.8	142.9
July.....	40.7	1.93	78.38	187.8	140.2
August*.....	40.9	1.93	78.82	188.8	141.6
September†.....	41.3	1.94	80.27	192.3	143.9

NOTE:—The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man Hours and Hourly Earnings, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Sept. 1963	Aug. 1963	Sept. 1962	Sept. 1963	Aug. 1963	Sept. 1962	Sept. 1963	Aug. 1963	Sept. 1962
				\$	\$	\$	\$	\$	\$
Mining	42.6	41.9	41.6	2.24	2.24	2.19	95.59	93.70	91.34
Metal mining.....	42.3	41.6	41.1	2.33	2.32	2.28	98.48	96.52	93.82
Gold.....	43.1	42.3	41.8	1.82	1.78	1.78	78.26	75.30	74.39
Other metal.....	42.0	41.4	40.9	2.51	2.52	2.46	105.39	104.05	100.74
Fuels.....	42.7	41.6	41.4	2.11	2.12	2.09	90.21	88.00	86.78
Coal.....	44.3	42.3	42.4	1.87	1.86	1.84	82.65	78.78	78.05
Oil and natural gas.....	40.2	40.5	40.0	2.55	2.55	2.53	102.45	103.30	100.97
Non-metal.....	43.8	43.2	43.8	2.05	2.05	1.96	89.93	88.61	85.99
Manufacturing	41.3	40.9	41.4	1.94	1.93	1.88	80.27	78.82	77.61
Durable goods.....	41.8	41.3	42.0	2.12	2.10	2.05	88.65	86.48	85.92
Non-durable goods.....	40.8	40.6	40.8	1.78	1.77	1.72	72.43	71.83	70.00
Food and beverages.....	40.2	40.1	40.1	1.63	1.63	1.57	65.79	65.38	62.80
Meat products.....	40.8	41.1	40.8	1.98	1.98	1.92	80.62	81.41	78.59
Canned and preserved fruits and vegetables.....	41.3	39.2	40.1	1.24	1.22	1.18	51.16	47.64	47.32
Grain mill products.....	42.3	42.3	41.9	1.90	1.86	1.83	80.26	78.81	76.73
Bread and other bakery products.....	40.7	41.2	41.3	1.65	1.65	1.65	67.03	67.79	64.00
Distilled liquors.....	40.3	40.7	41.1	2.23	2.23	2.18	89.79	90.54	89.61
Malt liquors.....	40.0	40.1	39.8	2.46	2.43	2.37	98.37	97.47	94.24
Tobacco and tobacco products.....	37.8	37.8	39.8	2.17	2.19	2.00	82.02	82.91	79.76
Rubber products.....	42.0	41.7	42.6	2.03	1.99	1.94	85.31	82.81	82.83
Leather products.....	41.0	40.9	40.9	1.34	1.33	1.28	54.82	54.20	52.51
Boots and shoes (except rubber).....	40.9	41.1	40.8	1.29	1.28	1.23	52.93	52.67	50.33
Other leather products.....	41.3	40.4	41.2	1.43	1.43	1.39	59.02	57.64	57.40
Textile products (except clothing).....	43.1	42.6	43.1	1.49	1.47	1.43	64.01	62.89	61.77
Cotton yarn and broad woven goods.....	42.7	41.8	41.6	1.52	1.50	1.47	64.79	62.67	60.91
Woolen goods.....	42.9	42.6	43.6	1.37	1.36	1.33	58.60	57.94	58.15
Synthetic textiles and silk.....	43.7	43.6	44.4	1.59	1.59	1.51	69.30	69.25	67.13
Clothing (textile and fur).....	39.1	39.3	39.5	1.29	1.29	1.23	50.21	50.55	48.70
Men's clothing.....	38.9	39.1	39.5	1.28	1.28	1.22	49.74	49.96	48.13
Women's clothing.....	37.4	37.6	37.6	1.39	1.41	1.33	52.10	53.09	49.95
Knit goods.....	42.0	42.0	42.2	1.18	1.17	1.14	49.65	49.32	48.27
*Wood products.....	41.9	41.5	42.5	1.72	1.71	1.67	72.45	71.17	71.01
Saw and planing mills.....	40.5	40.3	41.5	1.84	1.82	1.78	74.57	73.53	73.73
Furniture.....	44.7	44.1	44.9	1.58	1.56	1.53	70.60	68.80	68.62
Other wood products.....	43.6	42.9	42.8	1.44	1.43	1.39	62.70	61.10	59.55
Paper products.....	42.0	41.7	41.6	2.30	2.30	2.26	96.89	95.73	93.89
Pulp and paper mills.....	42.1	41.6	41.5	2.49	2.47	2.45	104.62	102.87	101.51
Other paper products.....	42.0	41.9	41.7	1.82	1.82	1.76	76.43	76.30	73.31
Printing, publishing and allied industries.....	39.0	38.6	39.3	2.42	2.41	2.32	94.42	93.07	91.13
*Iron and steel products.....	41.7	41.3	41.9	2.26	2.26	2.19	94.34	93.24	92.00
Agricultural implements.....	40.1	40.1	41.0	2.33	2.30	2.21	93.51	92.37	90.76
Fabricated and structural steel.....	42.4	41.1	43.1	2.24	2.21	2.17	94.95	90.67	93.65
Hardware and tools.....	42.6	42.3	43.7	1.89	1.87	1.82	80.26	79.03	79.57
Heating and cooking appliances.....	42.0	40.7	42.3	1.93	1.90	1.85	81.08	77.41	78.48
Iron castings.....	41.9	42.1	42.3	2.13	2.13	2.08	89.23	88.09	88.93
Machinery, industrial.....	42.4	41.5	43.3	2.13	2.10	2.06	90.28	89.97	89.13
Primary iron and steel.....	40.4	40.3	39.7	2.70	2.70	2.63	109.03	108.81	104.44
Sheet metal products.....	41.7	42.4	42.6	2.17	2.18	2.12	90.44	92.51	90.44
Wire and wire products.....	42.7	42.3	42.1	2.23	2.22	2.15	95.06	94.12	90.48
*Transportation equipment.....	41.9	40.6	41.2	2.31	2.27	2.20	97.02	92.04	90.87
Aircraft and parts.....	41.6	41.5	40.9	2.24	2.23	2.15	93.28	92.65	88.12
Motor vehicles.....	43.5	40.4	41.5	2.56	2.55	2.44	111.42	103.14	101.29
Motor vehicle parts and accessories.....	42.4	41.3	41.8	2.25	2.18	2.13	95.32	90.08	88.77
Railroad and rolling stock equipment.....	40.2	38.7	40.6	2.19	2.17	2.10	88.05	84.12	85.14
Shipbuilding and repairing.....	41.1	41.0	41.2	2.25	2.23	2.18	92.33	91.41	89.93
*Non-ferrous metal products.....	41.8	41.2	42.3	2.01	2.01	1.94	83.97	82.91	82.87
Aluminum products.....	42.3	42.3	41.8	2.13	2.14	2.08	89.92	90.60	87.16
Brass and copper products.....	40.4	40.5	40.2	2.50	2.49	2.42	101.01	100.90	97.31
Smelting and refining.....	41.3	40.8	42.1	1.97	1.94	1.93	81.21	79.15	81.11
*Electrical apparatus and supplies.....	41.1	40.3	42.0	2.22	2.18	2.16	91.26	88.02	92.69
Heavy electrical machinery and equipment.....	40.9	40.6	41.4	1.75	1.74	1.72	71.48	70.73	71.33
Telecommunication equipment.....									
Refrigerators, vacuum cleaners and appliances.....	41.2	40.9	41.0	2.02	2.00	1.96	83.25	81.67	80.20
Wire and cable.....	43.4	41.9	43.2	2.22	2.19	2.17	96.23	91.78	94.03
Miscellaneous electrical products.....	41.2	40.7	42.1	1.86	1.84	1.83	76.62	74.80	77.22
*Non-metallic mineral products.....	43.8	43.7	44.3	1.99	1.98	1.93	87.24	86.69	85.62
Clay products.....	42.1	42.1	43.8	1.79	1.78	1.73	75.48	75.09	75.85
Glass and glass products.....	40.3	40.9	41.9	2.02	1.99	1.94	81.64	81.44	81.22
Products of petroleum and coal.....	41.8	41.8	41.2	2.78	2.72	2.65	116.16	113.43	109.05
Chemical products.....	41.0	40.2	41.2	2.19	2.18	2.11	89.82	87.63	86.73
Medicinal and pharmaceutical preparations.....	39.9	39.4	39.9	1.71	1.70	1.63	68.43	67.11	65.05
Acid, alkalis and salts.....	40.7	38.8	42.2	2.53	2.52	2.45	102.87	97.66	103.45
Miscellaneous manufacturing industries.....	41.8	41.6	42.2	1.58	1.59	1.53	65.84	65.99	64.72
Professional and scientific equipment.....	40.9	40.3	40.9	1.96	1.97	1.87	80.32	79.30	76.62
Construction	43.0	42.2	42.6	2.15	2.13	2.05	92.44	89.52	87.51
Building and general engineering.....	42.4	41.5	42.1	2.34	2.33	2.25	99.36	96.70	94.67
Highways, bridges and streets.....	44.3	43.5	43.7	1.79	1.78	1.71	79.53	77.19	74.59
Electric and motor transportation	44.6	44.8	44.1	2.03	2.04	1.98	90.40	91.27	87.12
Service.....	37.6	38.4	37.8	1.17	1.13	1.11	43.84	43.54	42.10
Hotels and restaurants.....	37.1	38.2	37.2	1.14	1.09	1.07	42.24	41.80	39.83
Laundries and dry cleaning plants.....	40.5	40.7	40.5	1.09	1.08	1.06	44.20	44.07	43.00

*Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 652, July issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
November 1958.....	11,579	9,752	21,331	329,050	126,341	455,391
November 1959.....	15,201	12,674	27,875	365,031	137,855	502,886
November 1960.....	15,932	10,799	26,731	393,856	144,123	537,979
November 1961.....	17,462	15,940	33,402	329,306	124,966	454,272
November 1962.....	22,077	19,204	41,281	328,801	127,955	456,756
December 1962.....	14,281	13,638	27,919	473,575	137,429	611,004
January 1963.....	13,419	12,532	25,951	579,205	163,880	743,085
February 1963.....	13,412	13,930	27,342	591,207	163,864	755,071
March 1963.....	16,085	16,459	32,544	584,889	158,307	743,196
April 1963.....	24,675	20,458	45,133	502,327	149,907	652,234
May 1963.....	22,865	21,723	44,588	341,869	130,084	471,953
June 1963.....	23,271	21,726	44,997	261,541	127,631	389,172
July 1963.....	22,720	19,096	41,816	241,035	122,350	363,385
August 1963.....	25,610	23,933	49,543	208,509	106,482	314,991
September 1963.....	24,950	22,037	46,987	187,793	99,162	286,955
October 1963 ⁽¹⁾	24,210	20,861	45,071	219,966	106,320	326,286
November 1963 ⁽¹⁾	30,090	22,737	52,827	285,688	118,879	404,567

⁽¹⁾ Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1959-1962 AND DURING MONTH OCTOBER 1962 - OCTOBER 1963

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1959—Year.....	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960—Year.....	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1962—October.....	272,614	103,871	101,603	45,949	89,619	38,324
1962—November.....	321,696	113,014	86,859	43,840	74,957	33,481
December.....	338,121	94,533	58,253	40,470	57,541	39,613
1963—January.....	331,104	111,102	56,086	35,963	46,669	28,117
February.....	211,442	75,073	47,295	31,852	39,378	23,755
March.....	209,852	73,346	54,427	35,090	42,942	24,990
April.....	210,392	81,258	77,524	39,149	58,986	26,378
May.....	215,307	90,643	100,832	45,049	88,778	32,272
June.....	210,727	96,469	77,847	43,687	67,482	34,041
July.....	235,602	110,746	86,824	50,519	73,561	41,398
August.....	198,464	94,109	87,258	54,999	70,874	41,013
September.....	208,088	93,497	99,517	48,816	87,392	38,693
October ⁽¹⁾	240,306	99,222	92,448	44,154	75,313	30,894

⁽¹⁾ Preliminary—subject to revision.

r-Revised.

**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,
DURING OCTOBER 1963⁽¹⁾**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from October 1962
Agriculture, Fishing, Trapping	10,791	1,607	12,398	— 8,410
Forestry	3,601	27	3,628	— 262
Mining, Quarrying and Oil Wells	922	71	993	+ 133
Metal Mining.....	570	11	581	+ 231
Fuels.....	167	36	203	— 71
Non-Metal Mining.....	34	2	36	— 57
Quarrying, Clay and Sand Pits.....	79	2	81	+ 26
Prospecting.....	72	20	92	+ 4
Manufacturing	16,369	8,693	25,062	— 844
Foods and Beverages.....	2,037	1,956	3,993	— 34
Tobacco and Tobacco Products.....	22	21	43	+ 10
Rubber Products.....	195	130	325	+ 77
Leather Products.....	264	352	616	— 102
Textile Products (except clothing).....	617	454	1,071	+ 50
Clothing (textile and fur).....	495	1,865	2,360	+ 31
Wood Products.....	2,106	252	2,358	— 66
Paper Products.....	1,024	422	1,446	+ 94
Printing, Publishing and Allied Industries.....	512	578	1,090	— 460
Iron and Steel Products.....	2,891	421	3,312	— 270
Transportation Equipment.....	3,016	242	3,258	+ 452
Non-Ferrous Metal Products.....	766	248	1,014	+ 155
Electrical Apparatus and Supplies.....	575	609	1,184	— 324
Non-Metallic Mineral Products.....	587	92	679	— 144
Products of Petroleum and Coal.....	47	12	59	+ 18
Chemical Products.....	510	379	889	— 53
Miscellaneous Manufacturing Industries.....	705	660	1,365	— 278
Construction	14,133	180	14,313	— 2,847
General Contractors.....	9,192	104	9,296	— 2,463
Special Trade Contractors.....	4,941	76	5,017	— 384
Transportation, Storage and Communication	7,023	333	7,356	— 921
Transportation.....	6,309	161	6,470	— 1,000
Storage.....	592	65	657	+ 98
Communication.....	122	107	229	— 19
Public Utility Operation	210	51	261	— 218
Trade	11,304	5,300	16,604	— 975
Wholesale.....	4,796	1,464	6,260	+ 601
Retail.....	6,508	3,836	10,344	— 1,576
Finance, Insurance and Real Estate	537	933	1,470	— 8
Service	10,423	13,699	24,122	— 7,354
Community or Public Service.....	987	1,385	2,372	— 214
Government Service.....	2,205	705	2,910	— 6,640
Recreation Service.....	506	178	684	+ 43
Business Service.....	1,566	704	2,270	+ 326
Personal Service.....	5,159	10,727	15,886	— 899
Grand Total	75,313	30,894	106,207	—21,736

⁽¹⁾ Preliminary—subject to revision.

**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX,
AS AT OCTOBER 31, 1963⁽¹⁾**

(Source: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers.....	7,645	2,056	9,701
Clerical Workers.....	15,639	42,217	57,856
Sales Workers.....	6,945	12,060	19,005
Personal and Domestic Service Workers.....	28,041	20,425	48,466
Seamen.....	1,116	13	1,129
Agriculture, Fishing, Forestry (Ex. log.).....	4,229	203	4,432
Skilled and Semi-Skilled Workers.....	84,326	12,089	96,415
Food and kindred products (incl. tobacco).....	1,002	360	1,362
Textiles, clothing, etc.....	1,849	6,708	8,557
Lumber and lumber products.....	6,094	106	6,200
Pulp, paper (incl. printing).....	1,000	331	1,331
Leather and leather products.....	920	885	1,805
Stone, clay and glass products.....	210	23	233
Metalworking.....	9,763	669	10,432
Electrical.....	1,929	841	2,770
Transportation equipment.....	569	22	591
Mining.....	1,122	.....	1,122
Construction.....	18,899	3	18,902
Transportation (except seamen).....	15,679	89	15,768
Communications and public utility.....	455	1	456
Trade and service.....	3,882	1,194	5,076
Other skilled and semi-skilled.....	14,746	608	15,354
Foremen.....	1,729	234	1,963
Apprentices.....	4,478	15	4,493
Unskilled Workers.....	72,025	17,257	89,282
Food and tobacco.....	2,306	3,672	5,978
Lumber and lumber products.....	6,774	249	7,023
Metalworking.....	3,772	385	4,157
Construction.....	33,369	.....	33,369
Other unskilled workers.....	25,804	12,951	38,755
GRAND TOTAL.....	219,966	106,320	326,286

(1) Preliminary—subject to revision.

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,
AT OCTOBER 31, 1963**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) October 31, 1963	Previous Year October 31, 1962		(1) October 31, 1963	Previous Year October 31, 1962
Newfoundland	7,658	8,350	Quebec—Concluded		
Corner Brook.....	1,523	1,713	Sorel.....	1,392	1,053
Grand Falls.....	709	974	Thetford Mines.....	1,488	1,210
St. John's.....	5,426	5,663	Trois-Rivières.....	3,264	3,002
Prince Edward Island	1,050	1,216	Val d'Or.....	1,114	1,131
Charlottetown.....	632	762	Valleyfield.....	1,424	1,348
Summerside.....	418	454	Victoriaville.....	1,213	1,489
Nova Scotia	12,070	13,958	Ville St. Georges.....	2,029	1,825
Amherst.....	457	452	Ontario	104,733	109,966
Bridgewater.....	543	629	Armour.....	173	180
Halifax.....	4,348	4,310	Barrie.....	823	826
Inverness.....	145	256	Belleville.....	1,163	956
Kentville.....	750	916	Bracebridge.....	406	511
Liverpool.....	214	347	Brampton.....	879	796
New Glasgow.....	1,065	1,294	Brantford.....	1,278	1,513
Springhill.....	533	600	Brookville.....	346	402
Sydney.....	2,057	2,974	Carleton Place.....	207	142
Sydney Mines.....	510	626	Chatham.....	1,267	1,240
Truro.....	801	720	Cobourg.....	546	534
Yarmouth.....	647	825	Collingwood.....	449	419
New Brunswick	10,912	12,342	Cornwall.....	1,773	1,824
Bathurst.....	983	1,140	Elliott Lake.....	270	354
Campbellton.....	908	908	Fort Erie.....	486	435
Edmundston.....	520	566	Fort Frances.....	223	303
Fredericton.....	918	1,308	Fort William.....	1,043	1,426
Minto.....	191	342	Galt.....	655	1,188
Moncton ⁽²⁾	3,008	3,148	Ganonoque.....	150	160
Newcastle.....	771	1,041	Goderich.....	196	315
Saint John.....	2,348	2,644	Guelph.....	934	814
St. Stephen.....	721	407	Hamilton.....	9,020	8,576
Sussex.....	215	396	Hawkesbury.....	402	390
Woodstock.....	329	442	Kapusking.....	521	762
Quebec	108,931	105,956	Kenora.....	387	550
Alma.....	1,705	1,830	Kingston.....	1,435	1,363
Asbestos.....	340	367	Kirkland Lake.....	480	586
Baie Comeau.....	389	541	Kitchener.....	1,265	1,391
Beauharnois.....	699	702	Leamington.....	553	669
Buckingham.....	500	448	Lindsay.....	421	436
Causapscal.....	577	676	Listowel.....	161	145
Chandler.....	704	972	London.....	3,109	3,470
Chicoutimi.....	1,790	2,051	Long Branch.....	2,600	2,211
Cowansville.....	275	264	Midland.....	424	454
Dolbeau.....	1,173	926	Napanea.....	258	317
Drummondville.....	1,328	1,363	New Liskeard.....	205	258
Farnham.....	358	385	Newmarket.....	628	785
Forestville.....	139	225	Niagara Falls.....	1,271	1,295
Gaspé.....	571	553	North Bay.....	796	1,082
Granby.....	1,322	1,602	Oakville.....	599	579
Hull.....	2,159	2,232	Orillia.....	459	613
Joliette.....	2,241	2,280	Oshawa.....	5,865	4,726
Jonquière.....	2,434	2,071	Ottawa.....	4,821	4,399
Lachute.....	473	595	Owen Sound.....	604	791
Lac-Mégantic.....	442	593	Parry Sound.....	192	364
La Malbaie.....	453	661	Pembroke.....	939	1,157
La Tuque.....	687	635	Perth.....	428	335
Lévis.....	1,985	1,454	Peterborough.....	1,776	2,104
Louisville.....	563	489	Picton.....	191	182
Magog.....	335	450	Port Arthur.....	1,414	1,607
Maniwaki.....	370	327	Port Colborne.....	906	934
Matane.....	536	554	Prescott.....	327	336
Mont-Laurier.....	386	400	Renfrew.....	231	244
Montmagny.....	675	776	St. Catharines.....	2,509	2,538
Montréal.....	41,812	40,527	St. Thomas.....	555	594
New Richmond.....	539	610	Sarnia.....	1,397	1,837
Port Alfred.....	603	652	Sault Ste. Marie.....	1,572	1,778
Québec.....	8,886	7,882	Simcoe.....	568	839
Rimouski.....	1,341	1,318	Smiths Falls.....	297	353
Rivière du Loup.....	1,971	1,627	Stratford.....	299	487
Roberval.....	912	857	Sturgeon Falls.....	520	595
Rouyn.....	1,535	1,915	Sudbury.....	3,213	3,681
Ste. Agathe des Monts.....	480	425	Tillsonburg.....	399	492
Ste. Anne de Bellevue.....	584	538	Timmins.....	1,095	1,122
Ste. Thérèse.....	1,381	1,417	Toronto.....	26,276	26,176
St. Hyacinthe.....	1,025	946	Trenton.....	478	544
St. Jean.....	1,417	1,610	Walkerton.....	310	339
St. Jérôme.....	1,380	1,140	Wallaceburg.....	356	280
Sept-Îles.....	995	1,143	Welland.....	1,331	1,657
Shawinigan.....	3,298	3,000	Weston.....	2,475	2,407
Sherbrooke.....	3,239	2,869	Windsor.....	4,680	6,189
			Woodstock.....	448	473

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,
AT OCTOBER 31, 1963**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) October 31, 1963	Previous Year October 31, 1962		(1) October 31, 1963	Previous Year October 31, 1962
Manitoba.....	12,712	14,255	British Columbia.....	42,557	43,566
Brandon.....	928	973	Chilliwack.....	996	966
Dauphin.....	433	560	Courtenay.....	599	692
Flin Flon.....	132	170	Cranbrook.....	446	529
Portage la Prairie.....	440	501	Dawson Creek.....	835	777
The Pas.....	221	258	Duncan.....	438	426
Winnipeg.....	10,558	11,793	Kamloops.....	860	863
Saskatchewan.....	6,948	8,541	Kelowna.....	474	413
Estevan.....	87	153	Kitimat.....	134	97
Lloydminster.....	98	132	Mission City.....	609	684
Moose Jaw.....	592	748	Nanaimo.....	875	857
North Battleford.....	364	444	Nelson.....	414	449
Prince Alberta.....	935	1,145	New Westminster.....	6,672	6,938
Regina.....	2,051	2,357	Penticton.....	634	562
Saskatoon.....	1,991	2,316	Port Alberni.....	624	628
Swift Current.....	200	270	Prince George.....	1,984	2,058
Weyburn.....	94	149	Prince Rupert.....	1,105	1,072
Yorkton.....	536	822	*Princeton.....	.....	278
Alberta.....	18,715	19,654	Quesnel.....	582	630
Blairmore.....	308	465	Trail.....	481	446
Calgary.....	6,961	7,399	Vancouver.....	19,577	20,017
Drumheller.....	189	241	Vernon.....	728	790
Edmonton.....	8,039	7,961	Victoria.....	3,171	3,097
Edson.....	194	294	Whitehorse.....	259	297
Grande Prairie.....	535	445	CANADA.....	326,286	337,804
Lethbridge.....	1,092	1,324	Males.....	219,966	232,316
Medicine Hat.....	720	764	Females.....	106,320	105,488
Red Deer.....	677	761			

(1) Preliminary subject to revision.

(2) Includes 657 registrations reported by the Magdalen Islands local office.

* Effective September 28, 1963 the area served by Princeton local office is served by the Kamloops and Penticton local offices.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 856 September issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT.

SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, DBS

End of:	Total	Employed	Claimants
1963—August.....	4,065,000	3,872,500	192,500
July.....	4,078,000	3,859,000	219,000
June.....	4,068,000	3,847,700	220,300
May.....	3,996,000	3,725,100	270,900
April.....	4,173,000	3,607,100	565,900
March.....	4,242,000	3,556,700	685,300
February.....	4,264,000	3,543,500	720,500
January.....	4,259,000	3,555,900	703,100
1962—December.....	4,223,000	3,631,000	592,000
November.....	4,110,000	3,735,800	374,200
October.....	4,009,000	3,764,900	244,100
September.....	3,998,000	3,800,200	197,800
August.....	4,022,000	3,823,300	198,700

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY
NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,
AND PERCENTAGE POSTAL, SEPTEMBER 30, 1963**

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Percentage Postal	Sept. 28, 1962 total claimants
		1-4	5-13	14-26	27 or more*		
Canada.....	186,261	85,830	50,011	30,080	20,340	29.0	197,799
Male.....	117,024	58,081	29,915	16,869	12,159	29.7	126,914
Female.....	69,237	27,749	20,096	13,211	8,181	28.0	70,885
Newfoundland.....	4,053	1,456	1,124	814	659	74.2	5,783
Male.....	3,085	1,136	892	541	516	73.5	4,774
Female.....	968	320	232	273	143	76.7	1,009
Prince Edward Island.....	703	293	246	83	81	55.8	718
Male.....	413	149	139	60	65	63.4	427
Female.....	290	144	107	23	16	44.8	291
Nova Scotia.....	8,466	3,420	2,420	1,595	1,031	38.3	10,183
Male.....	5,997	2,529	1,613	1,191	664	38.6	7,912
Female.....	2,469	891	807	404	367	37.5	2,271
New Brunswick.....	7,495	3,315	1,969	1,534	677	47.1	8,744
Male.....	5,245	2,300	1,392	1,138	415	49.2	6,582
Female.....	2,250	1,015	577	396	262	42.3	2,162
Quebec.....	60,592	27,155	17,265	9,990	6,182	26.1	60,286
Male.....	40,366	19,933	11,051	5,693	3,689	26.0	40,545
Female.....	20,226	7,222	6,214	4,297	2,493	26.4	19,741
Ontario.....	63,161	30,749	16,197	9,416	6,799	23.4	65,210
Male.....	37,260	19,577	9,003	4,803	3,877	23.1	38,309
Female.....	25,901	11,172	7,194	4,613	2,922	23.8	26,901
Manitoba.....	6,592	2,136	1,854	1,424	1,178	24.1	8,647
Male.....	3,498	1,143	884	740	731	25.2	5,124
Female.....	3,094	993	970	684	447	22.9	3,523
Saskatchewan.....	3,450	1,451	1,069	465	465	37.4	4,277
Male.....	1,551	727	391	206	227	40.4	2,070
Female.....	1,899	724	678	259	238	35.0	2,207
Alberta.....	10,041	4,658	2,537	1,720	1,126	56.1	10,678
Male.....	6,037	2,959	1,486	900	692	59.6	6,446
Female.....	4,004	1,699	1,051	820	434	50.7	4,232
British Columbia.....	21,708	11,197	5,330	3,039	2,142	22.3	23,273
Male.....	13,572	7,628	3,064	1,597	1,283	23.1	14,725
Female.....	8,136	3,569	2,266	1,442	859	21.0	8,548

* The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE,
SEPTEMBER 1963**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,813	1,184	629	1,546	947	599	821
Prince Edward Island.....	289	182	107	280	189	91	82
Nova Scotia.....	3,375	2,114	1,261	3,141	2,126	1,015	1,153
New Brunswick.....	3,470	2,105	1,365	3,367	2,298	1,069	1,031
Quebec.....	29,566	18,209	11,357	28,182	19,682	8,500	10,796
Ontario.....	33,695	20,739	12,956	32,864	23,249	9,615	11,737
Manitoba.....	2,766	1,931	835	2,597	1,647	950	897
Saskatchewan.....	1,382	1,003	379	1,304	799	505	503
Alberta.....	5,207	3,320	1,887	4,748	3,278	1,470	2,210
British Columbia (incl. Yukon Territory)	11,329	7,097	4,232	10,596	6,968	3,628	3,447
Total, Canada, September 1963.....	92,892	57,884	35,008	88,625	61,183	27,442	32,677
Total, Canada, August 1963.....	86,162	52,942	33,220	99,105	71,595	27,510	28,410
Total, Canada, September 1962.....	98,293	60,512	37,781	96,489	67,175	29,314	30,888

* In addition, revised claims received numbered 34,940.

† In addition, 36,885 revised claims were disposed of. Of these, 2,867 were special requests not granted and 2,068 appeals by claimants. There were 8,186 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, SEPTEMBER 1963

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	12,748	290,372
Prince Edward Island.....	2,368	46,109
Nova Scotia.....	25,969	556,996
New Brunswick.....	21,595	482,208
Quebec.....	172,740	4,112,674
Ontario.....	188,338	4,461,602
Manitoba.....	18,110	412,621
Saskatchewan.....	9,626	205,430
Alberta.....	25,405	619,716
British Columbia (including Yukon Territory).....	55,225	1,339,898
Total, Canada, September 1963.....	532,124	12,527,626
Total, Canada, August 1963.....	596,026	14,007,035
Total, Canada, September 1962.....	542,054	12,664,177

* "Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1962—November.....	131.9	127.7	135.6	116.0	140.6	159.8	148.2	117.8
December.....	131.9	127.8	135.7	115.8	140.2	159.8	148.2	117.8
1963—January.....	132.0	129.0	135.9	114.7	139.8	159.8	148.6	117.8
February.....	132.1	129.4	135.9	114.8	139.6	159.9	148.6	118.0
March.....	132.1	128.9	136.0	115.6	139.6	159.9	148.6	118.0
April.....	132.3	128.9	136.0	115.7	139.2	162.1	148.0	117.9
May.....	132.3	128.3	136.0	115.6	140.6	162.6	148.8	117.8
June.....	132.8	129.7	136.0	116.0	140.3	162.7	149.3	117.8
July.....	133.5	132.5	135.9	115.7	140.7	162.6	148.8	118.2
August.....	133.9	133.2	136.3	115.9	141.0	162.8	148.8	118.1
September.....	133.4	131.3	136.5	116.1	141.1	162.7	149.1	118.1
October.....	133.6	130.4	136.6	118.3	141.2	163.8	150.5	118.1
November.....	134.0	130.8	136.9	118.7	141.2	164.8	151.0	118.5

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF OCTOBER 1963

(1949=100)

	All Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	October 1962	Sept. 1963	October 1963							
St. John's, Nfld. ⁽¹⁾	118.1	120.2	120.3	116.6	115.6	113.5	123.5	160.0	153.4	101.1
Halifax.....	130.8	131.6	131.2	125.6	133.0	127.4	137.2	164.7	164.9	124.3
Saint John.....	131.4	133.5	133.0	129.5	131.3	124.3	142.4	186.9	153.2	124.5
Montreal.....	131.3	133.6	133.4	136.2	135.2	110.8	159.8	170.2	144.6	118.4
Ottawa.....	132.1	134.6	134.7	131.5	136.7	124.5	155.2	169.5	142.6	123.9
Toronto.....	133.1	135.0	135.0	127.8	139.9	123.7	136.6	160.3	189.4	122.5
Winnipeg.....	129.5	130.9	130.6	129.2	128.1	123.8	134.3	175.9	140.2	125.5
Saskatoon-Regina..	127.9	129.1	128.6	127.2	126.5	129.4	135.7	147.1	148.1	119.5
Edmonton-Calgary	126.9	127.7	127.7	123.6	126.6	126.7	129.1	168.5	146.3	119.4
Vancouver.....	130.2	132.2	131.8	129.8	134.6	120.6	140.1	151.4	149.8	120.9

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

⁽¹⁾ St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine men-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see, November issue, page 954.

TABLE G-1—STRIKES AND LOCKOUTS, 1958-1963

Month of Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1958.....	251	259	111,475	2,816,850	0.25
1959.....	201	216	95,120	2,226,890	0.19
1960.....	268	274	49,408	738,700	0.06
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1962: October.....	22	44	10,031	121,230	0.11
November.....	29	47	9,525	75,270	0.06
December.....	14	28	3,565	55,110	0.05
*1963: January.....	9	24	4,559	79,780	0.07
February.....	22	37	7,002	75,280	0.07
March.....	18	32	5,207	24,080	0.03
April.....	25	42	8,562	47,180	0.05
May.....	28	44	6,214	30,300	0.02
June.....	40	63	7,302	78,400	0.07
July.....	27	61	17,101	181,030	0.15
August.....	28	55	11,597	73,340	0.06
September.....	30	63	9,583	86,320	0.08
October.....	49	81	24,861	138,980	0.11

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, OCTOBER 1963, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	1	340	6,120
Mines.....	5	545	2,670
Manufacturing.....	40	15,264	77,850
Construction.....	12	1,205	5,450
Transp. & utilities.....	6	5,860	35,320
Trade.....	10	406	6,500
Finance.....	—	—	—
Service.....	7	1,241	5,070
Public administration...	—	—	—
All industries.....	81	24,861	138,980

TABLE G-3—STRIKES AND LOCKOUTS, OCTOBER 1963, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	2	322	340
Prince Edward Island..	1	12	80
Nova Scotia.....	3	148	1,510
New Brunswick.....	1	147	3,320
Quebec.....	15	3,591	49,600
Ontario.....	41	13,384	38,550
Manitoba.....	2	331	2,080
Saskatchewan.....	2	151	2,320
Alberta.....	3	374	3,150
British Columbia.....	6	390	3,060
Federal.....	5	6,011	34,970
All jurisdictions....	81	24,861	138,980

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
OCTOBER 1963**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Oct.	Accu- mulated		
FORESTRY Dryden Paper Company, (Woods Division) Dryden, Ont.	Carpenters Loc. 2693 (AFL- CIO/CLC)	340	6,120	8,500	Sep. 20 Oct. 28	Weekly workschedule, wages in a new agreement~40 hr. wk. Dec. 15, 1963, retro- active wage increase to Oct. 1, 1962, a further increase Dec. 15, 1963.
MINES <i>Metal</i> Wabana Mines, Bell Island, Nfld.	Steelworkers (AFL-CIO/ CLC)	300	300	300	Oct. 4 Oct. 5	Reshuffling of jobs following lay-off of some workers— Return of workers pending investigation.
Canadian Malartic Mines, Malartic, Que.	Steelworkers Loc. 4826 (AFL-CIO/CLC)	110 (5)	220	220	Oct. 29	Wages~
MANUFACTURING <i>Food and Beverages</i> Viau Limitée, Montreal, Que.	CNTU	524	11,530	13,100	Sep. 26	Wages~
<i>Rubber</i> Dominion Rubber, St. Jérôme, Que.	Rubber Workers Loc. 642 (AFL-CIO/CLC)	1,309	17,020	37,280	Sep. 9 Oct. 21	Wages, hours, vacations, modified pension plan~3¢ an hr. increase retroactive to July 1, 1963, 4¢ an hr. July 1, 1964, 4¢ July 1, 1965; im- proved pension plan, four weeks vacation after 22 years.
Seiberling Rubber, Toronto, Ont.	Rubber Workers Loc. 118 (AFL-CIO/CLC)	411	2,880	2,880	Oct. 23	Wages, welfare benefits~
<i>Leather</i> Dominion Luggage, Weston, Ont.	Leather and Plastic Work- ers Loc. 8 (AFL-CIO/ CLC)	102	2,200	4,850	Aug. 23	Wages, statutory holidays, overtime, vacations~
<i>Knitting Mills</i> Regent Knitting Mills, St. Jérôme, Que.	Textile Workers' Union Loc. 1475 (AFL-CIO/ CLC)	245	6,820	24,460	Aug. 13	Wages, hours, working con- ditions~
<i>Wood</i> Bellerive Veneer & Plywoods, Mont-Laurier, Que.	CNTU	194	4,490	9,090	Aug. 30	Wages, hours, working con- ditions~
<i>Furniture and Fixtures</i> Three furniture factories, Hanover, Ont.	Woodworkers Loc. 2-500 (AFL-CIO/CLC)	480	240	240	Oct. 4 Oct. 7	Workers left jobs to attend union meeting~Return of workers.
<i>Paper</i> Kimberly-Clark Canada, St. Hyacinthe, Que.	Pulp and Paper Mill Workers Loc. 933 (AFL- CIO/CLC)	179	1,790	1,790	Oct. 19	Wages~
<i>Printing and Publishing</i> La Voix de l'Est, Granby, Que.	Printing Federation (CNTU)	113	2,710	5,650	Aug. 27 Nov. 1	Signing a first agreement, re- fusal to work on contracts transferred from another strike-bound plant~An in- crease of 25¢ an hr. for all classes of employees; 44 hr. wk., all employees to be rein- stated.
<i>Transportation Equipment</i> Ford Motor Company, Oakville, Ont.	Auto Workers Loc. 707 (AFL-CIO/CLC)	4,750	7,130	7,130	Oct. 9 Oct. 10	Not reported~Return of workers.
Yarrows Ltd., Victoria, B.C.	Boilermakers Loc. 191 (AFL-CIO/CLC)	265	530	530	Oct. 11 Oct. 15	Jurisdictional dispute be- tween unions~Return of workers under a formula drawn up by mediator.

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
OCTOBER 1963**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Oct.	Accu- mulated		
American Motors (Canada), Brampton, Ont.	Auto Workers Loc. 1285 (AFL-CIO/CLC)	1,080	540	540	Oct. 18 Oct. 21	Speed and methods used on production line~Return of workers when methods changed, speed to be discussed.
Ford Motor Company, Oakville, Ont.	Auto Workers Loc. 707 (AFL-CIO/CLC)	4,700	9,400	9,400	Oct. 24 Oct. 28	Disciplinary suspension of 20 workers~Union persuaded men to return to work.
CONSTRUCTION Association of Electrical Contractors, Calgary, Alta.	I.B.E.W. Loc. 254 (AFL- CIO/CLC)	529	850	11,090	Aug. 23 Oct. 10	Wages, paid holidays, sub- sistence allowance for work in parks area~15¢ an hr. in- crease from date of settle- ment, an additional 10¢ an hr. Apr. 1964; pay for statu- tory holidays being negotia- ted.
Ontario Hydro Electric, Douglas Point, Ont.	Carpenters Loc. 2222 (AFL-CIO/CLC)	325	360	360	Oct. 2 Oct. 8	Separate contract for mill- wrights~ Return of workers.
Able Construction, Ottawa, Ont.	Bricklayers Loc. 7 (AFL- CIO/CLC)	140	140	140	Oct. 4 Oct. 7	Non-payment of wages~ Subcontractor out of business most workers absorbed by other firms.
Several construction contractors, Pinawa, Man.	Carpenters Loc. 343 (AFL- CIO/CLC)	300	1,890	1,890	Oct. 7 Oct. 28	Wages~Wage increase of 35¢ an hr.
Kitchener-Waterloo Sheet Metal Contractors Assoc., Kitchener-Waterloo area, Ont.	Sheet Metal Workers Loc. 562 (AFL-CIO/CLC)	100	400	400	Oct. 25	Non-union workers in other trades~
TRANSP. & UTILITIES Transportation Shipping Federation of Canada, Montreal, Quebec and Trois Rivieres, Que.	I.L.A. various locals (AFL- CIO/CLC)	3,800	27,140	27,140	Oct. 4 Oct. 14	Wages in a renewed agree- ment~10¢ an hr. retroactive to Jan. 1963, and each suc- cessive year of the contract; other improved benefits.
Various shipping companies, Canadian ports	Seafarers (AFL-CIO)	2,000	7,500	7,500	Oct. 18 Oct. 25	Imposition of government trusteeship of maritime unions~Return of workers.
TRADE Loblaws Groceries, Regina, Saskatoon, and Moose Jaw, Sask.	Retail Clerks Loc. 244 (AFL-CIO/CLC)	103	2,270	6,690	July 26	Wages, fringe benefits~
Irving Refining, East Saint John, N.B.	Oil Workers Loc. 9-691 (AFL-CIO/CLC)	147 (29)	3,320	4,880	Sep. 16	Wages~
SERVICE Education Commission des Écoles Catholique de Sherbrooke, Sherbrooke, Que.	L'Association des Profes- seurs Catholique de Sherbrooke	451	450	450	Oct. 2 Oct. 3	Wages~Return of workers.
County of Strathcona School District No. 20, Edmonton suburbs, Alta.	Alberta Teachers' Assoc.	229	1,600	1,600	Oct. 9 Oct. 21	Wages~Wage increases.
Health and Welfare Hôpital Ste. Justine, Montreal, Que.	Service Employees Fed- eration (CNTU)	235	2,690	2,690	Oct. 16	Shortage of staff, increased work load~
Personal Service Chateau Laurier, Ottawa, Ont.	Railway, Transport and General Workers Loc. 270 (CLC)	200	200	200	Oct. 16 Oct. 17	Work assignment~Return of workers on instruction of union.

Figures in parentheses indicate the number of workers indirectly affected.

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